SURVEY

MIDMONTHLY

SEPTEMBER 1945

PUBLIC HOUSING DIVIDENDS

Jay Rumney and Sara Shuman

THESE JOBS BEG FOR WORKERS

Louise C. Odencrantz

EMPLOYING THE HANDICAPPED

Marcia Dane

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The October *Survey Midmonthly* will feature an interpretive preview of the National Health Council's three-year study of private health organizations. Graphs, drawings, photographs will aid the mind's eye. The articles include—

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Dr. Louis I. Dublin

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Private Plus—Not Versus—Public
Dr. Reginald Atwater

The question of dovetailing the work of private and public agencies and an attempt to show where each can serve best.

The Need for Teamplay
Bleecker Marquette

Since scattered voluntary health agencies lack strong leadership, unification at local, state, and national levels deserves encouragement and support.

Sinews of War and Peace
Paul Feiss

To meet new needs the private program must raise money, perhaps along the lines which recently, in other fields, have fired imagination and gained support.

The issue is expected off press about October 15.
Watch for your copy!

Survey Midmonthly

SURVEY MIDMONTHLY for September 1945. LXXXI, No. 9. Published monthly and copyright 1945 by SURVEY ASSOCIATES, INC. Composed and printed by union labor at the Hughes Printing Company, East Stroudsburg, Pa., U. S. A. Publication Office, 34 North Crystal Street, East Stroudsburg, Pa. Editorial and business office, 112 East 19 Street, New York 3, N. Y. Price this issue 30 cents; $3 a year; foreign postage 50 cents extra, Canadian 75c cents. Entered as second class matter on June 22, 1946 at the post office at East Stroudsburg, Pa. under the Act of March 3, 1879. Acceptance for mailing at a special rate of postage provided for in Section 1103 Act of October 3, 1917, authorized Dec. 1, 1921.

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SURVEY MIDMONTHLY

VOL. LXXXI NO. 9 JOURNAL OF SOCIAL WORK SEPTEMBER 1945

PALO ALTO PUBLIC LIBRARY READING ROOM

Wartime public housing seems likely to become one of the peacetime controversies. Even though the breadwinner has been released from his war plant job, many families living in the federally constructed housing projects want to continue living there, on the assumption that employment, in the same community, soon will be found in reconverted industry. John R. Kervick, regional director of the Federal Housing Authority, says, "We will have to handle the situation the same as every other landlord. However, we will endeavor to assist these families as much as possible during this period of adjustment." . . . But the social significance of public housing is still a value to be deeply considered by all who work in the welfare field. Enlightening facts and figures on the contribution of good housing to human health and happiness are detailed by Dr. Jay Rumney and Sara Shuman on page 223. Dr. Rumney is professor of sociology at the University of Newark, and consultant to the Housing Authority of the City of Newark, and Miss Shuman is the authority's research associate.

UBIQUITOUS

In the August *Survey Graphic* an article on Flanner House by Roger Riis and Webb Waldron contained this sentence: "The Quakers, who have a way of turning up on worthwhile projects and making a good job better, had early appeared on the scene with a work camp of the American Friends Service Committee." . . . Elizabeth Janet Gray's article on Women's Service in Mental Hospitals (see page 231) demonstrates one more trouble spot where—lo—you find the Quakers. The unit described at Philadelphia State Hospital with the accompanying work done by Civilian Public Service men and the far-reaching mental hygiene program evolved by these young men, is typical of the sensible earnest jobs that Friends have been tackling without fanfare, for many years. Viewing the project at first hand, we found the young women intelligent, charming college girls who carried on their difficult task with no sentimentality or self-pity. Their earnestness and interest are deep; the job is tougher than most. The girls are not all Quakers, but it is obvious that they are motivated by the practical approach to service that is Quaker idiom. . . . Miss Gray herself is a member of the Society of Friends, now on the publicity staff of the AFSC. Youngsters in your households probably know her name; she is author of a number of young peoples' books, notably "Adam of the Road" which won the Newbery Award in 1943 and "Sandy," winner of a *Herald Tribune* Spring Festival Prize.

HELP WANTED

Louise Odencrantz' article on the vast personnel needs in social work was written, of course, before the end of the war. (And by the way—our knowing sympathy to all editors caught with page proof on August 16!) But the shortage she describes from her authoritative standpoint as executive director of the Social Work Vocational Bureau (organized in 1940 to provide placement service after the former Joint Vocational Service was closed in 1939) won't be resolved as easily as was gasoline rationing. There are unfortunately no A, B or C coupons for professional workers. After our victory in the Pacific the author commented, "As to the present personnel situation, the coming of peace does not mean any cutbacks of employment in this field. We are much more likely to see an increase in demands for services by communities throughout the country." (See page 219.) But the Washington, D. C., job classification and salary study described in the article (see page 221) by Hester Graham Stoll has suggestions pertinent to the difficulty. Such a study will not, of course, make social workers grow where none grew before; but it may make a community so aware of necessity and standards that it will set up effective machinery to overcome the shortage. . . . Mrs. Stoll is talking on the ground floor of knowledge; she was the personnel technician for the study committee. At present she is plan reviewer, state plans and grants section, Operations Division, Social Security Board.

APOLOGIA

We hope our readers are becoming as increasingly irritated as we are over *Survey Midmonthly's* failure to reach them on schedule. Editorial frustrations reached a near boiling point over the July issue, clean copies of which did not reach this office until August 3. A regard for honesty demands the admission that responsibility is pretty well dispersed. Part is due to our printer, who has troubles galore, part to the complexities of publishing two magazines with one staff. Easiest thing to say, of course, is that there *was* a war on, and that strenuous efforts are being made to step up production for the fall schedule.

HANDICAPPED PLACEMENT

The higher degrees Marcia Dane holds—Master of Education from Harvard and an M.A. from Columbia, both in the fields of vocational guidance—are a special symbol to her and to those she counsels in the department for the handicapped at the Brooklyn Bureau of Social Service. For Miss Dane is herself a handicapped person who gained those degrees with long effort. Now she is successfully proving what the handicapped can accomplish in spite of long odds.

The Harvard M.E. was based on a one and a half years' demonstration of

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effective vocational counseling in an actual job at the bureau. She has continued there, with thousands of interviews now to her credit and many hundreds of placements of blind, crippled, and otherwise handicapped men and women in jobs in normal industry. After graduation from Mount Holyoke her career started with volunteer work at South End House in Boston. . . . The successful placement of so many workers formerly considered unemployable in normal jobs, detailed in Miss Dane's article is, of course, news at this time, when the subject of jobs for disabled veterans will soon be engrossing all rehabilitation centers. (See page 226.) We are reminded of a note in this column last month. Mention was made of the Blinded Veterans Association organized by one hundred soldiers who have lost their sight and consider that the main task is to convince the public that a blind man can fill a variety of jobs. . . . The Brooklyn Bureau's evidence carries hope that that is not an impossible task.

WELCOME!

To our delight, in which our readers will soon have a satisfying share, we can now announce that on September 1, Marion Robinson joined our staff as associate editor of *Survey Midmonthly*. Most recently in charge of program publication for USO, Miss Robinson is either a social worker first and an editor second, or vice versa, whichever best happens to suit one's taste. Truth is, her first pay check did bear an editorial stamp—as a high school junior she was her town's correspondent for one of Wilkes-Barre's daily newspapers. A graduate of Goucher and the New York School of Social Work, her professional career started in Baltimore with the Emergency Relief Commission, and later, the Family Welfare Association. Next came the not too common transition from casework to group work, by way of the USO information division of the National Board of the YWCA. With our sorrow for USO pleasantly mitigated by our own good fortune, we welcome her help for the job she likes best—social work interpretation in its broadest and most significant sense.

HEADACHES AHEAD

Although there's general confidence about this fall's war fund and community chest campaign, difficult problems are just around the corner. Increased appropriations to local agencies, averaging 42 percent since 1941, have been largely possible because of the givers' response to the war appeal, organized and publicized through the National War Fund. Lessened effectiveness of this was already apparent before the Japanese surrender. At the same time, some of the war relief agencies, such as USO, still need to be financed. Also, industrial and unemployment uncertainties, tax revision, and demobilization aren't likely to make campaigning easier.

SALES RESISTANCE

Persuading veterans with personal problems to accept the services of social agencies is not a simple matter, but it can be done, says Sydney R. Ussher, director of the Veterans Information Center of Norfolk, Va. About 25 percent of men so far returned are receiving or have in the past received help for themselves or their families from one or more of Norfolk's agencies.

GOOD PRECEDENTS

Perhaps the internationalism of these stirring times accounts for it, but public welfare does seem to be breaking down the traditional domestic isolation of state boundaries. Within recent months, at least four major state posts have gone to professionally qualified administrators, without benefit of residence. Harry O. Page moved from Maine to the deputy commissionership of the New York State Department of Social Welfare; Dr. L. C. Bristol, from New Jersey to become Maine's state commissioner of health and welfare; Sanford Bates, from New York to be commissioner of the State Department of Institutions and Agencies of New Jersey; and Patrick A. Tompkins, from New York to the commissionership of public welfare of Massachusetts.

GRAPHIC NOTES

Articles of special interest to *Survey Midmonthly* readers in the September *Survey Graphic* include "The Atomic Bombshell" by S. Colum Gilfillan, "An Interdependent World" by James T. Shotwell, "Trail-Blazers in Citizenship" by Avis D. Carlson, "Reconversion on the Campus" by C. Mildred Thompson, "Ten Years of Social Security" by Arthur J. Altmeyer. Katherine Glover and T. Swann Harding discuss two aspects of better health for country folks.

SURVEY ASSOCIATES, INC.
Publishers of
Survey Midmonthly - Survey Graphic
Subscription to either, $3; both, $5
Editorial and Business Office
112 East 19th Street, New York 3, N. Y.

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Survey Midmonthly

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These Jobs Beg for Workers

LOUISE C. ODENCRANTZ, executive director of the Social Work Vocational Bureau, states the problem all social agencies still face.

There is an alarming and widening gap in social work today between personnel needs and the supply of qualified people. With the war came simultaneously the expansion of many established services and the organization of new services to meet civilian and war-connected requirements. But the gap was not due solely to the war; every agency executive has been aware of the shortage for the past ten or twelve years.

Social work leaders, who for twenty-five years have been trying to convince the public, social agency boards, and community chests that the work requires professionally trained personnel, may now regard the fruits of their efforts with satisfaction. Acceptance of the idea is apparent in all parts of the country, in all areas of social work. The Social Work Vocational Bureau, which serves the case-work field, has thousands of requests for trained workers in public and private agencies, from Maine to California, Alaska and Hawaii, from Minnesota down to Texas and Florida.

In the last ten years, state and local welfare departments, in line with the social security program, have expanded such services as public assistance, child welfare, aid to the aged, care for crippled children, and social work in the schools. Even the politician who ten years ago sneered at and opposed the idea of professionally trained social workers recognizes their value now, and often lets down the bars of local residence requirements to permit qualified personnel to cross state lines. The most recent development is the increasing use of social workers, especially medical social workers, in state rehabilitation programs and departments of health.

Locally, we have seen the development of day care centers for children, various youth services, and the addition of social workers to city police departments to help check the threatened spread of delinquency.

Social workers have been increasingly required in federal departments, too, the Children's Bureau, for example, the Public Health Service, and the Federal Housing Authority. The war added many new agencies to this list, such as the Office of Community War Services.

Paralleling this expansion of public services came expansion by private agencies of help and guidance to families and individuals. While full employment decreased the need for relief and assistance, agencies found it necessary to add specialized services, such as marriage counseling, services to the aged, child guidance, or to offer to their communities case-work consultation on a fee basis. Increasingly, trained social workers are required to head up children's institutions and for intake and family contacts in day care centers.

Community centers are asking for trained personnel for organization and program work, as well as personal service. Youth casework services have been instituted along with programs for recreation and education. The need for community organization for the war effort resulted in increasing the number and multiplying the responsibilities of councils of social agencies. Industry has put in a claim for a share of the limited supply for employe counseling, and unions, too, are demanding trained workers either for direct or referral service.

Service for Armed Forces

Social service programs were expanded for the men and women in the armed forces at home and overseas, and for their families. The American Red Cross still needs hundreds of trained men and women for hospital service centers, and for home service chapters. The USO program has called for community center staffs, and the USO-National Travelers Aid has required professional knowledge and skill to deal with the complicated problems of people "on the move"—servicemen, war workers, and their families. The United Seamen's Service needs social workers for centers at home and abroad.

Swiftly expanding programs for returning veterans need medical and psychiatric social workers in the United States Veterans Administration, several hundred of them at this moment. To this must be added the demand for skilled workers, especially those with psychiatric training, in the rehabilitation and information centers for veterans now being organized by local communities throughout the country.

Finally, this total must include the thousands of trained leaders needed for the vast program of relief and rehabilitation in war devastated countries.

What is the supply available to meet this wide and urgent need?

At the very time the demand for trained social workers was mounting, the supply was greatly diminished by the drawing off of men for the armed forces, and by a drop in the enrollment in schools of social work after 1940. An article in the January *Compass* analyzed the situation. The high enrollment in such schools in 1935 was followed by decreased enrollments until 1940, when a new peak was reached, to be followed by another decline. But the 1944 enrollment of 6,498 shows an upward trend over all previous years, including 1935 and 1940. However, this encouraging figure gives a distorted picture, as it includes many who do not plan to take the full two years of training.

Diminishing Supply

In general, agencies want professional workers with a Master's degree in social work. Yet in 1944, this degree was conferred on only 912 students. "There were 301 additional students who received diplomas or certificates," *Compass* states. "In addition to the degrees awarded, 336 students had completed certificate or degree requirements except for a thesis or an examination, or both." The article, however, ends on an optimistic note: "The number of Master's degrees granted each year is still small; yet the increase has been steady and consistent and there continues to be ground for encouragement in the substantial number of students who have received higher degrees."

Why has the enrollment of students failed to keep pace with the increase in opportunity? A major reason, probably is that this is a comparatively new and little known professional field. Another reason has been multiplication of work opportunities in *all* fields so that college graduates have been accepting well paid jobs instead of undertaking two years of professional training. This situation, of course, applied to all professions. A recent news item called attention to the great drop in doctorate degrees granted.

What has been done and what more can be done to improve the situation?

The most significant effort was that of the Wartime Committee on Personnel, a joint enterprise undertaken by the four professional social work organizations and the Association of Schools of Social Work. The committee prepared and made available material for the use of local committees in their contacts with colleges and

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other sources of potential personnel. After two very useful years, the work of the committee is now discontinued for lack of funds. It should go on.

During the early days of the war, an effort was made by a committee representing various national agencies to secure a federal appropriation to further professional social work training. If this grant had been secured, it would have helped the government itself, which is now seeking trained social workers for the Veterans Administration.

Financial Aid

There is general agreement that, in addition to a recruiting program, financial aid to enable students to attend schools of social work is needed. While many schools are so organized that students can complete their work in eighteen consecutive months, the expense of training is prohibitive for many who would be valuable recruits to the field. The schedules are generally too heavy to allow students to hold even part time jobs. The personnel director of a national war agency recently remarked that without staff members trained through FERA maintenance scholarships in 1934 and 1935, the agency's program would have been seriously handicapped.

Some national agencies, acutely aware of this problem, are urging local agencies to provide funds for scholarships and fellowships, for work-study plans, and for educational leaves. The Family Welfare Association of America reported recently that its member agencies increased scholarship funds in 1944 to $112,000, as compared with $74,000 in 1943.

Early in the war, the American Red Cross embarked on a program of scholarships, originally for second year students in schools of social work, later for first year students as well.

Efforts are being made by national agencies to stimulate local chests to make funds available for training. In Indianapolis, the Community Fund plans to provide fellowships for any recognized agency in that community.

Graduate training is being furthered through the pre-professional social work programs now offered in a number of colleges and universities. The American Association of Schools of Social Work recently added a staff member to assist the colleges in developing these courses. They are not to be confused with graduate training and will not replace it, but the courses have many values. They give some background for students who take positions, especially in public assistance, in unemployment insurance, or as case aides in private agencies, where graduate training is not required. They help promote public understanding of welfare service, which now has become an integral part of community life.

It is often questioned whether social work has offered as attractive opportunities as other professions. The period of graduate training is longer than for some other callings, and it is felt that salaries sometimes are insufficient.

During recent years salaries have taken a definite upward trend, but no statistics are available to indicate comparative changes in other professions. The increase is illustrated in the median salary received by social workers who were recently placed or assisted in placement by the Social Work Vocational Bureau. The median shifted from $1,800 in 1941 to $2,100 in 1943, and to $2,400 in 1944.

As experienced social workers leave the armed forces, they will need some assistance to return to the field, with its many recent changes. Some have held responsible positions in the service, here or overseas, and these experiences will have to be evaluated. The returning workers will need information and help in finding their places again, and some may wish refresher courses as well as counseling. Another group seeking information and guidance are those who have become interested in social work while in the armed forces through social work assignments or contacts with various social services. In cooperation with national organizations, the Social Work Vocational Bureau recently appointed a committee on cooperative planning for personnel to explore possibilities for such counseling service, probably on a local level, to veterans and those interested in entering the field.

Emergency Tactics

One may ask: with this great shortage, how are agencies managing to do their job? Unquestionably, some services are being curtailed or discontinued. Agencies have learned to cut corners and to assign to other staff members the tasks which do not require the skills and knowledge of the trained worker. Some agencies are using inexperienced workers as case aides or assistants. With the thought that these may want to become professionals, they often select workers qualified for graduate training. Agencies have been ingenious in recruiting former staff members, often on a part time basis, and in using experienced workers without training. Some retired workers have returned to the profession. Agencies today are very flexible in taking on trained people, whether or not they have had specialized training in the particular field.

As we in the Bureau see the situation, there seems to be little tendency for agencies, public or private, to lower their staff standards. Agencies are forced by sheer necessity these days to employ personnel with less than top qualifications, but our general impression is that these will be replaced by professionally trained people as soon as they are available.

It is frequently asked, what will be the opportunities in social work now the war is over? Present prospects give little indication that the demand for social services will decrease. One may even anticipate an increase in view of the needs of the Veterans Administration, the American Red Cross, and other public and private agencies for service to veterans and their families. Services will be needed for the peacetime readjustment and rehabilitation of large groups in the civilian population. However optimistic we may be about "full employment," there inevitably will be serious problems requiring help in job shifts and geographic redistribution, and personal readjustment of individuals and families.

Thousands Needed

No complete statistics are available as to the extent of the present personnel needs in the field. But it is certain that hundreds of local agencies as well as national and international programs are seriously handicapped in urgently needed services because of lack of qualified workers. As a national agency in touch with local agencies and available workers in all parts of the country, SWVB sees little hope for improvement in the immediate future. At the moment, the Bureau could place thousands of workers on the orders from public and private agencies in all sections of the country, particularly in the midwest and south. As the services of this Bureau are limited to the casework field, this does not take into account openings in other types of social work, particularly in the informal education-recreation area. National agencies there and in community organization report their situation is the same. With demobilization of the armed forces and war industries, and the resulting social and economic problems, the personnel shortage in social work is likely to become worse rather than better. The situation calls for cooperative efforts to develop a more adequate supply, for in the last analysis the effectiveness of any social service program rests upon the skills and knowledge of those who administer it.

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Job and Pay Study

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A community organization experience in Washington, D. C., providing a helpful personnel tool—by HESTER GRAHAM STOLL.

Social work in Washington, D. C., as in many American cities, had, until recently, almost as many jobs and salaries as it had workers. The fifty-seven social agencies supported by the Washington Community Chest have 978 employes. The inequities among personnel of similar responsibilities and duties became so troublesome that in May 1944 the chest and the council of social agencies of the District of Columbia decided to study the situation. The aim was to gather facts and then establish a measuring rod for social work jobs and salaries; but as it progressed, the study produced unexpected and useful by-products.

Called together to consult about job specifications, groups of employes, from caseworkers to building maintenance staff, stayed to swap experiences, compare problems, and request further meetings. When subcommittees of agency staff, laymen, and chest and council representatives met to discuss personnel classifications, everyone gained from the pooling of experience and the expression of divergent points of view. As the inquiry grew, group study and planning became an experience in true community organization.

An Old, Old Story

The situation in Washington, when the study began, was a familiar one. It included high turnover among the agencies concerned—an annual average of 30 percent, with some running as high as 60 percent—"pirating" of workers, loss of workers to higher salaried war agencies (federal and private), difficulties of trying to give fair consideration to each individual employe with no established guild or salary scale.

Accentuating the problem was the Washington chest's method of reviewing in detail the budget requests submitted by member agencies. (The staff of the council, which is independent of the chest, assists agencies in preparing and presenting their requests to the budget committee.)

The Job Classification and Salary Study was not all smooth sailing. A joint committee was appointed for the task representing the council's board of directors, the chest budget committee, the executive conference (agency executives), the chest and council staffs, the U. S. Civil Service Commission, and the community at large.

After careful deliberation, the committee's first step was to distribute to all employes a questionnaire modeled after civil service and industrial forms. This was chosen as the most democratic and direct method of securing information. Each employe was asked to give a detailed description of his duties and responsibilities. Executives were asked to give information about each position in their agencies and to list the minimum qualifications needed to fill it, if it were vacant. Finally the executive and chairman of the board were requested to make such corrections or additions to the employe statements as they thought necessary.

The sheet of explanation attached to the questionnaire proved insufficient to interpret the purpose of the project and its implications. Staff members worried as to how they might be classed and what might happen to their paychecks. Board members wondered whether the job classification would result in an infringement of their autonomy. These are the usual reactions to such a study before the community has been brought into its planning.

Seven months after the questionnaires were mailed, about two thirds of them were back in the committee's hands, an undigested mass of information. There was evident uneasiness among the agencies over the whole undertaking.

Out of the Woods

The turning point came when the joint committee decided to consult with agency personnel at all levels by means of group discussion meetings. The committee engaged a professional personnel technician to analyze the material and the duties and responsibilities of each position, to establish job classifications and to write specifications for each. The fear and resistance often engendered by such projects in their early stages evaporated when real community participation began.

The working subcommittees of the joint committee for the study followed the usual six functional fields: casework, recreation and group work, health and nursing, institutional, maintenance, administrative and clerical. As part of the process of establishing job specifications, these subcommittees, working with the personnel technician, were given the responsibility for holding discussion meetings with agency staff members in each field. The United Office and Professional Workers of America, CIO Local 27, which had expressed interest in the study, was invited to present classification and salary material at meetings of the subcommittee.

From this point on the agencies developed a sense of partnership in the undertaking. Each of the subcommittees followed the general plan of analyzing job material and then submitting it for group study and discussion. The subcommittees usually had a professional chairman, several lay or professional members, and a chest or council staff member. They worked with the personnel technician who was experienced in social work. Each chairman consulted frequently with the technician to make available specific knowledge of his field, and of local conditions. Information about education and experience required for comparable positions was secured from other community chests and council, and from national and local agencies, both public and private.

How to Do It

Once a series of job specifications had been set up to the satisfaction of a subcommittee, meetings were called to explain the classification plan, interpret the need for it, and secure detailed suggestions from all concerned. There were separate meetings for executives and supervisors and for workers in agencies having positions in the field under discussion. Executives were asked to explain the undertaking to their boards and bring in their suggestions.

After a final review and revision by the subcommittee, the "position classifications" were submitted to the joint committee, with recommendations. This rather lengthy process of group tests and contributions helped insure the plan's acceptance in actual operation.

The next step, also accomplished through the six subcommittees, was the establishment of pay scales for each field of work. In this task, the committee considered general pay levels prevailing in each field as well as those with which local agencies have to compete, such as federal and District government salaries, local non-chest agencies, private business and industry. As they were worked out, pay ranges provided several steps for each

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class of job to allow "in-class" promotions for merit.

The joint committee next considered general principles of placing the plan in operation. The initial task would be to allocate each employe to his proper place on the salary scales. Here the committee recommended that the appropriate division secretary of the council and the personnel technician confer with each executive on the placement of each employe in that agency in the salary class and step suitable for his type of job. In practice, the chairman of the agency board or the board's personnel committee chairman often participated. These allocation conferences proved to be a useful test of the classification and salary scales and provided a final opportunity to make changes before the study report was presented to the council board and the chest budget committee.

The final report of the joint committee was a thoroughly democratic product of thinking and recommendations from all groups. It included forty-eight job specifications and salary scales for workers and supervisors in all employment fields, and seventeen specifications and salary scales for administrators and their assistants. It embodied suggestions for operating the plans and a recommendation that machinery be established to provide for uniform administration throughout the agencies.

The budget committee of the community chest has approved the job specifications and salary scales for workers and supervisors. Those for executives are still under consideration, together with the set-up of operating machinery.

Classifying administrative jobs raised a local question: should the budget committee take into account the evaluation of individual performance or should it abide by the accepted practice of classifying the job to be done? A further question is whether the budget committee or the agency boards should determine individual salaries.

At last report, the budget committee was considering the appointment of a subcommittee of its own members as an operating body. However, the experience of other chests and councils as well as of state merit system agencies, seems to indicate that a small working committee of representative citizens with technical personnel staff assistance is an effective operating unit.

The Ultimate Consumer

How will the new plan affect Molly Brown, caseworker, and Lois Smith, secretary to a settlement house?

Molly's professional experience, following graduation from a school of social work, has been five years in one of the largest family agencies. She has developed considerable skill and recently has been assigned a particularly difficult group of adolescents as well as supervision of a student social worker. Though not one of the most seasoned caseworkers in the agency, she is thought of by her administrator as a "senior worker." Molly was classed on the new scale as "Case Worker IV" (of five classes), a level with salary range of $2,600-$2,700,-$2,800-$2,900. With a year of "senior worker" experience to her credit, as defined in specifications for Class IV, and her work rated as "very good," Molly's $2,500 salary was raised to $2,700, the second step on the scale, on the basis of length of service and merit of work.

Lois, besides her secretarial duties, keeps a simple set of books and supervises a clerk and a half-time typist. She has held this job for five years, at a salary of $1,800 for the entire time. Lois was classified as "Clerk-Stenographer III" on the new scale, the highest class for this kind of work, implying ability in a variety of difficult clerical tasks as well as considerable stenographic skill. On a salary scale of $1,920-$1,980-$2,040-$2,100 she merited top rating and was raised from $1,800 to $2,100 on the new schedules.

Securing a properly qualified housemother for a children's institution, a job which had paid only $780 plus maintenance, had become an impossibility in today's employment market. When the duties and qualifications of this job were studied, a new class of "head housemother or housefather" resulted, with a salary of $1,800-$1,860-$1,920-$1,980, minus maintenance cost—if provided—of $300-$320 according to the accommodations provided. The superintendent of the children's institution anticipates that the new scale will make it possible to raise the entire standard of care.

The cost of the new scale for the Molly Browns, Lois Smiths, and similar cases of wage adjustments will be appreciably more than was first anticipated. The budget committee of the chest at first appropriated $65,500 to establish the more equitable salary scale, but the joint committee found that nearly three times that amount would be needed. Although the plan has not yet been adopted for the administrative level, the strong support of agency staffs and boards of directors for prompt inauguration of the plan, even if chest reserves must be used, brought action from the chest board of trustees approving the total amount to establish the plan for all non-executive levels.

Interest Aroused

Many inquiries have come from other national and local organizations interested in Washington's experience. Several local non-chest agencies are considering its adoption. Those sponsoring the plan vouch for its usefulness—it provides a basis for planned compensation and promotions, and a personnel tool which permits classification of all positions in chest-supported agencies according to clearly defined qualifications with appropriate pay scales and uniform terminology in job titles. It provides, too, a basis on which boards of directors can recruit personnel and evaluate the jobs being done; further, it will be an aid to in-service training programs and employe-management relations.

Time will be the test of the actual value of the study in accomplishing its original purpose. But those who participated in it acclaim the intrinsic educational value of the experience as sufficient reward for the time and effort expended.

Jane Addams on Reconstruction

> Progress is not automatic; the world grows better because people wish that it should and take the right steps to make it better . . . if things are ever to move forward some man must be willing to take the first steps and assume the risks. Such a man must have courage, but courage is by no means enough. That man may easily do a vast amount of harm who advocates social changes from mere blind enthusiasm . . . who arouses men only to a smarting sense of wrong or who promotes reforms which are irrational and without relation to his time. To be of value in the delicate process of social adjustment and reconstruction a man must have a knowledge of life as it is . . . he must be a patient collector of facts, and, he must possess a zeal for men which will inspire confidence and arouse to action.

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Social Dividends from Public Housing

JAY RUMNEY and SARA SHUMAN describe the benefits to a community as shown by a Newark, N. J., Housing Authority study.

How fundamentally housing affects every aspect of human life is an all too familiar story to the social worker. Though good housing still is thought of generally in terms of better structures, hot and cold water, refrigeration, and so on, the social scientist sees beyond these, important as they are, to the effects of housing on all kinds of human relationships.

Bad housing, with its squalor, health hazards and lack of privacy, can influence directly the texture of moral, social and physical life, and well-being. So long as "one third of a nation" is subjected to housing that is detrimental to health and decency, there will be a high incidence of disease in the nation, and a high percentage of men unfit for military service. It should be a matter of some concern that the American people have more automobiles than bathtubs.

Accent on Social Effects

Thousands of American families found their first opportunity to live in healthy, pleasant homes with the initiation of the public housing program—an opportunity that may be denied to other thousands unless the program is widely extended. Although a considerable mass of information has accumulated in recent decades on the relationship of slums and bad housing to crime, juvenile delinquency, morbidity, mortality, accidents and fires, public housing projects for the first time provide the ideal experimental situation for a study of the positive effects of good housing. Such a study was undertaken recently by the Housing Authority of the City of Newark, N. J., and has been reported in publications which the present article reviews briefly. (*The Social Effects of Public Housing,* 1944, and *Public Housing Pays Dividends,* 1945, by Jay Rumney and Sara Shuman.)

The study serves to underscore not the costliness but the actual economy of good housing as opposed to slums, in social as well as financial dividends, by lowering the incidence of disease, accidents, fires and crime, and also by providing the positive elements necessary to a healthy, intelligent, and responsible nation. The authors' conclusions are reinforced by those of other studies here and abroad and by their analysis of the opinions of leaders in education, health, and social work. It is more and more evident that, great as would be the cost of a comprehensive program to improve the nation's housing, the cost of retaining slums is even greater.

Since this study was concerned particularly with the "social effects of housing," the term was given precise meaning by the selection of definite criteria for comparison of the rehoused groups with groups living outside the public housing projects. Indices used were: health conditions including infant mortality, tuberculosis, contagious diseases and fatal home accidents; fire rates; school records including attendance, academic achievement, personality traits and health habits; other indices such as birth and delinquency rates.

A further check was made by interviewing seventy-one rehoused families, a sampling amounting to 5.5 per cent of the total number of families living in the three projects studied. Sixteen families awaiting admission to new housing also were interviewed. The interviews provided a valuable supplement to the material supplied by the statistical study.

The many elements of change in health and social conditions which war introduced during the two-year period of the study, 1942-1943, caused the authors to reject the method of a "before and after" comparison of identical families now in public housing projects. Instead, control groups were used to provide the major comparisons, although some "before and after" investigation of a selected group of families was made.

For the study, three of Newark's public housing communities, containing 1,265 families, were selected. Three of the city's sixteen wards were used for control groups. The families in each project were compared to the families in a ward which was chosen because it was similar in socio-economic background to that of the rehoused population with which it was to be compared, and typical of the former environment of the rehoused families.

What It Does and Doesn't Prove

Since in this type of investigation the validity of the results depends largely upon the reliability of the control groups, their selection was a major problem of the study. Although it was possible to match the rehoused families and those in the "control groups" only in certain general characteristics, and interpretation of the results must be made with caution, it is believed that the groups chosen are comparable in all relevant respects with the exception of the one variable, housing.

Interpretation of the findings is made more difficult by the fact that the housing projects are of such recent construction that the time span, two years, is hardly adequate to make conclusive generalizations. There is every reason to believe, however, that the benefits of public housing to its occupants will increase as times goes on. The effects of substandard housing on the health and habits of persons who have lived for years in such conditions will not be counteracted immediately upon moving into healthful homes. The assumption that improvements will increase with time is supported by the fact that for every health condition investigated, the combined housing projects showed a better record for the second year studied than for the first. If subsequent follow-up investigations can be made, along similar lines, for rehoused populations that have lived for longer periods under improved conditions, more complete and conclusive data will result.

It must be kept in mind in any consideration of the relationship between disease, crime, and bad housing, that substandard housing is not a factor that operates in isolation. Usually it is accompanied by other consequences of a low income, such as a low level of nutrition, lack of medical care, lack of education, and so on. In this study, however, these factors are essentially equalized since the economic status of the two groups compared is similar though housing is not.

Effect on Tuberculosis

Each year, in the housing projects, 2.9 out of every 1000 persons fifteen to forty years old contracted tuberculosis, compared to 5.9 of every 1000 persons in the wards. In both years studied, the rate for the three projects combined was lower than the combined ward rate for the white and the Negro populations. From 1942 to 1943 the rate for the combined housing projects decreased, but for the wards it increased. If the rate of tuberculosis in the three wards had been reduced to that in the housing projects, there would have been half as many cases each year, or 81 instead of 163.

The combined rates for the Negroes in the projects were less than half of the Negro rate in the wards for both years. This seems to indicate that if Negroes are given healthful living conditions at rents

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they can afford, their notoriously high tuberculosis rates can be reduced.

If the infant mortality rate in the wards had been as low as that in the projects for the two years, there would have been 41 infant deaths per year, instead of 50, in the three wards studied. In 1943, if the rate had been the same in the wards as in the projects, there would have been 20 cases instead of 52. In 1942, the infant mortality rate was higher in the combined projects than in the combined wards, but in 1943, the rate was almost two thirds lower in the projects than in the wards. The rate averaged for the two years was 35 per 1000 births in the projects and 42 in the wards.

In 1943, the combined project rate was much lower than the rate for the city as a whole. This is important because the project residents are all in the low income group where infant mortality rates are generally high, whereas the city represents every economic level. The contrast between the rate for the Negroes in the projects and in the city was especially great in 1943. In the projects there were 17.9 Negro infant deaths per 1000 births compared to 59.5 in the city.

Communicable Diseases

The childhood communicable diseases studied were whooping cough, chicken pox, mumps, measles, scarlet fever, and German measles. The rates were adjusted for the population under fifteen years of age because a much larger percentage of the project population than of the ward population consists of children.

It has been suggested that because of the concentration of children in housing projects, communicable disease would be likely to spread more quickly than in the rest of the population. However, although some of the projects have a high density rate, in terms of the number of persons per acre, there is no overcrowding in the dwellings. Apartments are assigned on the basis of family size, and when a family increases, it is moved into larger quarters as soon as these are available.

In 1942, there was a higher rate of communicable diseases in the combined projects than in the wards, but in 1943 the project rate was less than one half of that in the wards. In each of the three projects the rates decreased from 1942 to 1943, whereas for each of the wards and for the city, the rates increased. The rate in the projects, averaged for the two years, was 114 per 1000 children under fifteen years, and in the wards it was 159.

In 1943, the rate for the combined projects was much lower than the rate for the city as a whole. In 1942 and 1943, the Negro children in the projects had much lower rates of communicable diseases than did the Negro children in the city.

The birthrate was higher for both years in the projects than in the wards. The number of projects births per 1000 women, fifteen to forty years old (averaged for 1942 and 1943), was 119 and for the wards it was 86.

It cannot be inferred from this that better housing alone accounts for the higher birthrates in the projects, since the birthrate is dependent upon many factors, including economic status and security, religious beliefs, and so on. It is obvious that better housing alone will not check the tendency toward a declining birthrate. But as one element among many, housing cannot be ignored, for where people want children, the factors of space, privacy, fresh air, sunlight and recreation are undoubtedly important. Also, public housing gives families a certain amount of security, since they do not have to fear being dispossessed as soon as a reduction in income makes it impossible to continue paying the same rental.

In the period studied, there were no fatal home accidents in any of Newark's seven housing projects. The accident rate was 2.5 per 10,000 persons in the wards which were studied. Had the 10,207 persons living in Newark's public housing projects been living in their former homes, they would have had approximately three fatal home accidents instead of none. Because of the low accident rates in public housing projects, insurance costs are less than one third of the prevailing rates.

Fires

The number of fires per 10,000 persons in the seven housing projects in Newark was 7.9 as compared to 28.8 in the city's dwellings. If the city as a whole had the same rate of fires as the housing projects in 1942, there would have been 291 fires instead of 1,253. The saving, at an estimated $600 per fire call, would have been about $574,200. This sum refers only to the cost of responding to fires and not the losses in life and property.

This tremendous reduction in the number of fires is not the only way in which public housing reduces the cost of services from the Fire Department. An important part of its budget is for routine inspections to eliminate fire hazards. These inspections must be maintained regularly, especially in slum structures of the type from which most of the project dwellers came. Only occasional inspections of the projects are required because of their fireproof construction.

There is no comparison between the cost of putting out a fire in a public housing apartment and in a house outside of the project. Since the projects are fireproof, if a fire does occur it does not spread very far and can be easily extinguished. Public housing projects pay about 60 percent lower premiums for fire insurance than does private housing.

Juvenile Delinquency

In all but one project, the juvenile delinquency rate was lower than in the wards. The rate for Negroes in both projects having a Negro population, was lower than that for the Negroes in the wards. A number of projects had no cases of delinquency. There were no girl delinquents in the projects, although about 22 per cent of the delinquents in the three wards studied were girls.

The one housing project having a high delinquency rate was investigated more intensively and a combination of local factors was found. Recreational facilities and supervision were inadequate with only two supervisors for almost 1,200 persons under eighteen.

One housing project may not suffice to change the character of a neighborhood, a factor which, as many ecological studies have shown, is basic to the problem of delinquency. Located near the downtown section of the city, this project is in the immediate neighborhood of stores, factories, gasoline stations, taverns, and across the street from a railroad. All of these offer ready substitutes where planned recreation of a type which can compete with their attractions is absent and there is inadequate parental supervision.

When this particular housing project was ready for occupancy, the Probation Department made a concerted effort to gain admission for the families of many cases under its supervision, hoping this would assist in their rehabilitation. The Housing Authority cooperated and a large number of families living in the project had one or more members with a record in the Probation Department.

The project is occupied mainly by Negro families, and the minority of white children were often reluctant to participate in the recreation which was available. This may explain in some part the much higher rate of juvenile delinquency among the white children than among the Negro children in the project.

School Children's Records

A comparison was made of the school records of children in the projects before and after they had been rehoused, and of the records of these children with those of a comparable group of children living outside the housing projects. Both comparisons showed a consistent trend toward a superior showing for rehoused children.

The average grades for the rehoused children in academic work, personality development and health habits were about 10 per cent higher than those of the con-

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trol group. There was about 7 per cent less absence among the project children after being rehoused, and also about 7 percent less than among the children of the control group.

Thirty-one percent of the project children and 32 percent of the children living outside of the project in the school studied had mothers working outside the home.

The interviews with a sample of 5.5 percent of the families living in the three projects investigated brought out these additional facts:

69 percent of the mothers said that their school children showed improvement since living in the project.

99 percent found their children easier to keep clean.

100 percent stated that their children had better play facilities.

56 percent found that the housekeeping took less time.

77 percent stated that their families were now happier.

100 percent had had no fires or serious home accidents.

68 percent were able to save money or purchase necessities and equipment for their homes because of the lower rent.

Of the sixteen families interviewed who had made application and were waiting for apartments, it was found that:

56 percent of the mothers with school children felt that their children's school work would improve with better housing.

92 percent said that their present dwellings adversely affected their children's health.

85 percent found their children difficult to keep clean with the facilities they had.

100 percent said that their children had no play facilities.

31 percent of the families had had serious accidents in their homes.

Evidence of the beneficial effects of public housing on the health, safety, and happiness of the rehoused families is clear. Behind the statistics is a tremendous saving in dollars and cents to the community in addition to the great diminution of human suffering and unhappiness. It is estimated, for example, that a saving of $65,000 was achieved by the reduction in tuberculosis cases for one year which resulted from the rehousing of families living in substandard houses.

In addition to benefits which can be translated roughly into dollars and cents, are the intangible benefits from public housing. Families who have moved from slums are zealous in caring for their new homes. In these projects, light, air and ventilation are no longer denied them, for these are standard in homes designed for healthy living. From this improvement in environment and living conditions, better and healthier citizens, more efficient workers, greater community cooperation, and a more wholesome family life result.

Though it is not possible to put a price on all of these benefits, they add immeasurably to a community's welfare and, in the long run, it cannot be doubted, to its wealth.

Dollar Value of Social Benefits of Public Housing[1]

	Number of cases among the families in Public Housing	Total cost	Estimated number of cases had these rehoused families still been living in substandard housing[2]	Total cost	Savings resulting from rehousing these families
Tuberculosis					
$5,000 is the estimated total cost of an average case of tuberculosis. (Source: Essex County Tuberculosis League.)	8	$40,000	21	$105,000	$65,000
Infant Mortality					
$9,000 is estimated as the capital value of a boy at birth, and $4,000 the value of a girl. (Source: "Health and Wealth," Louis I. Dublin, Metropolitan Life Insurance Co.) To take account of the higher infant mortality rate among boys, $7,240 is used as the average value.	3	21,720	9	57,920	36,200
Communicable Diseases					
$50 is the estimated cost of a case for medical care, public health work, serious complications resulting from the illness, and absences from school.	294	14,700	738	36,900	22,200
Fatal Home Accidents					
$4,500 is the estimated cost per case, including the loss in production and earning capacity. (Source: National Safety Council.)	0	0	2	9,000	9,000
Fires					
$600 is the average cost per fire run. This was determined by dividing the budget of the Fire Department by the average number of fires per year.	7	4,200	23	13,800	9,600
$300 is the average loss resulting from residential fires in the city, and $13 is the average loss resulting from fires in the housing projects.	7	91	23	6,900	6,809
		$80,711		**$229,520**	**$148,809**

[1] These figures are based on all of the families in Newark's low-rent housing projects, and not only those in the three projects discussed in the preceding pages.

[2] The number of cases there would have been among the rehoused families were they still living in substandard housing was determined by using the rates found among families in similar circumstances who still live in substandard dwellings. These rates were obtained from the study "The Social Effects of Public Housing."

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Blind workers at the Brooklyn Bureau of Social Service made many pillowcases for the armed forces

The Handicapped Are Employable

MARCIA DANE, vocational counselor, Brooklyn Bureau of Social Service, reports hopeful lessons learned since Pearl Harbor.

During the first week in December 1941, between 9 and 10 each morning, 160 handicapped men and women reported to their jobs in the sheltered shops of the Brooklyn Bureau of Social Service. Of these workers 26 were blind and 134 were orthopedically crippled.

On December 7, 1941, Pearl Harbor was bombed. In the months that followed, industrial America was at least partially shaken out of its belief that because a person is physically handicapped he must be "sheltered." By March 1942, the increasing calls of industry and business for referral of handicapped workers, were bringing new challenges to the supervisors and the vocational counselor of the department for the blind and crippled. The manager of the Bureau Mailing Service (BMS), where two thirds of our clients were employed as addressers, inserters, typists, and mimeograph, multigraph and photo offset trainees, had been worried by the rising proportion of those who were then considered permanently sheltered shop employes. The BMS, like the toy and glove shop of the Bureau industries, offered training in both machine and hand sewing and knitting machine operation, had given preference in the old days of long waiting lists to workers who seemed to have the best chance, after training in our shops, of holding jobs in industry. Within a month of Pearl Harbor, the waiting lists were gone. As soon as medical clearance was obtained, every applicant physically able and willing to try the work offered was holding down a "regular" job. And this at a time when workers who we believed could never compete under normal conditions had risen from approximately 20 percent to nearly 50 percent..

Productivity Proved

A friendly argument on this point led to the listing by the manager and vocational counselor of all such employes, a total of 36 out of a payroll of 82 at that time. Quite by accident in the summer of 1944 we found this old list; 20 of the 36 for whom we had had no hope before Pearl Harbor, at that moment were known to be holding regular jobs with good wages in offices and factories. Had a similar list been made for the toy shop and the sewing room employing blind women as power machine operators, we are sure the comparison would have been even more startling. Blind women have proved productive and adaptable beyond our highest prewar expectations. But this is ahead of our story.

On V-E Day, in May 1945, three and one half years after Pearl Harbor, only 24 of the original 160 workers—9 blind and 15 crippled—were still employed in the Bureau's shops. Of the other 136 handicapped men and women, two thirds are known to have obtained and held jobs in regular industry. In all, 405 persons have been served by the Bureau's sheltered workshops during the war emergency; 72, or only 18 percent of these 405 (two thirds of them newcomers to the Bureau within the past year) are now employed in the shops; 28 percent left because of illness, marriage, dissatisfaction, moving from the area, or similar causes. The remaining 54 percent left the Bureau shops to take specific jobs in industry and business. It is with this 54 percent that we are here concerned.

Before considering these placements in more detail, it is worthwhile to note certain developments within the workshops.

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By May 1943 we had only two thirds as many workers employed in the shops as we had had in 1941. Before the war at least one third of these would have been rejected for shop jobs because at that time it seemed to us that their handicaps were too great for successful production, even under sheltered conditions. These included many spastics, victims of encephalitis, and certain serious hand disabilities. During the following year the numbers of suitable applicants even under our greatly relaxed requirements, dropped to nearly one quarter of the prewar level.

Workshop Changes

While production obviously had to be somewhat curtailed, we felt we must hold our markets as we foresaw the need for rehabilitation centers, such as ours, for the wounded veteran as well as civilians handicapped by increasing industrial accidents. The rise of known cases of tuberculosis and cardiac conditions resulting from pre-induction medical examinations, emphasized the need for shops offering opportunities for the proper building up of physical resistance to the demands of normal industry, generally known as "work tolerance."

Out of the interaction of these factors, the director of the department, M. Roberta Townsend, and her staff, with the support of Frederick I. Daniels, executive director of the Bureau, became convinced that the lessons learned and still being learned from our experience with the blind and orthopedically crippled, were significant also in the rehabilitating of other handicapped persons. We felt that the inclusion of these other disabilities in our program would not only strengthen our production but would make a more normal social situation in the shops. Moreover, the trend in government welfare agencies toward the grouping of all physically handicapped under one broad policy, seemed to bear out our convictions that the inclusion of all physical handicaps would broaden our thinking and increase the effectiveness of our work in a private agency as it has done in the field of public welfare.

In the fall of 1943 we entered upon a cooperative experiment with the Brooklyn Tuberculosis and Health Association, another department within the Bureau, accepting arrested tubercular clients in order to build up their work tolerance in our shops. Workers were accepted for as little as two hours a day, and allowed to increase their work time at the discretion of the Tuberculosis Association.

The experiment succeeded so well that during the year 1944 to 1945, working relations have been established with the American Heart Association and other organizations serving handicapped people, upon whose recommendations we now offer work opportunities to cardiacs, hearing and speech defectives, and workers suffering from neurological complaints and mental disturbances. These newcomers now constitute 30 percent of the present shop population. In April 1945 the exact percentages were 35 orthopedically crippled, 35 blind, 12 neurological, 10 arrested tuberculosis, 3 percent glandular and similar disabilities, 3 percent hearing and speech difficulties and 2 percent cardiacs. Actually the comparative numbers of eligible orthopedic applicants remained about the same as in 1943-44, while the blind increased about 10 percent.

Let us now turn to the more specific study of the 54 percent of our total shop workers who went into business and industry. In a survey begun in January 1945 an attempt was made to get in touch with the 176 former workers definitely known to have been employed after leaving the Bureau's shops. Of this group some information is available for 63 percent, the basis for the following analysis.

Survey Details

Of the 176 workers, approximately two thirds were employed in the BMS on clerical work and one third in the industrial division known as BBCI. Of the workers in the BMS, 70 percent obtained their jobs in clerical fields closely allied to the work which they had been doing here. Twenty-four percent went into industry connected with production of war materials, and 6 percent went into occupations unrelated to war. Of the workers trained in the BBC industries all but one went into industrial work. Thirty-seven percent are employed in the needle trades in which they had some experience in the Bureau shop. Twenty-nine percent were employed in industrial assembling or packing. It will thus be seen that more than half of these handicapped placements use training received in the sheltered shops.

Of the total known placements, 27 jobs were filled by blind workers. Before the war we were lucky if we placed two blind workers a year in normal industry. Until 1943 the U. S. Employment Service refused to receive applications from blind persons even in their special handicapped division.

Only one of our 27 blind workers returned to our shops after what seemed a satisfactory placement. This worker was the first from our shops to secure her initial position without help from any agency, which was in itself a notable accomplishment both for the employer and the worker. She worked in this job for more than six months, was reemployed on trial in our shops and is now back in industry, the second placement having been made by the federal employment service. Eight more blind workers have

Ravitz photo

This employer knows two crutches need not impair secretarial excellence

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now been placed for us through USES. Later four other workers in our shops secured outside employment on their own initiative.

Of these 27 jobs, 25 are in factories, one on a dictaphone, and one in a semi-clerical position. The blind workers average 48 hours per week, the range being 36 to 58 hours. They earn from 45 to 85 cents an hour, the average being 65 cents. Nearly all are paid on an hourly basis.

A larger number of the crippled workers obtained their own jobs. In the clerical field, referrals were often made by the vocational counselor upon request of industry. In these instances, workers were given such details as were available concerning hours and wages. The prospective employer was told about the applicant's handicap, but the applicant was entirely on his own in clinching the job. Other crippled clerical workers obtained their opportunity by taking civil service examinations. It is estimated that about 70 percent of the clerical workers landed their jobs in one of these ways. A few were placed directly with companies for which the Bureau Mailing Service had done work similar to that to which the applicant was referred. A few others obtained work through the USES. Workers seeking industrial placement found the USES more helpful, although again many obtained their own jobs through personal application at factories.

Of the crippled workers, 20 are known to have held two or more unrelated jobs since leaving the Bureau. All of the rest about whom we have specific information, have held either one job or related jobs, generally within the same company, and sometimes shifting from one government agency to another similar government agency under civil service. Crippled workers in the clerical field averaged 44 hours a week with a range from 36 to 48. Industrial workers average 48 hours, ranging from 40 to 54. Salaries converted into weekly amounts for purposes of comparison show an average of $28 per week in the clerical field, ranging from $18 to $35; and $20 to $22 as an average in the industrial field, ranging from $16 to $36. One worker, a case of arrested tuberculosis, working in the industrial division at piece rates, makes between $50 and $65 a week.

Workers' Evaluation

So much for the statistics on placement of our workers. Forty-one of those we reached gave further information on two counts: first, they attempted to evaluate for us their experience in our workshops; second, they outlined the primary difficulties they met in going into industry and business, and gave suggestions which they thought might be helpful in counseling not only returning veterans but also their families and friends.

The difficulties felt to be most common by the blind workers were, in the order of their importance: persuading sighted people that they are normal individuals; learning to adjust to many strange people at once; obtaining advancement comparable to sighted fellow workers.

Under the first heading the blind workers felt not only that fellow workers look upon them as peculiar people, but that foremen are sometimes unwilling to allow the blind worker to try to do things for himself. Their plea was that blind workers should be made as self-sufficient as possible before leaving a sheltered environment, and urged to do all that normal people do. If an agency is helping make the placement, the new employer should be persuaded to allow the blind person to act as a normal person. One particularly annoying habit of sighted people is a tendency to talk as if the blind person were unable to think or answer for herself.

Distinguishing Voices

The blind person must learn to distinguish foreman and fellow workers by their voices alone, and when this has to be done in the noise of a factory it is very confusing for the first several weeks. However, once the blind person has learned the voices of most of his fellow workers and his foreman, the ordinary shift in labor turnover does not bother him. A little consideration by the foreman the first two weeks is a great help.

In the matter of obtaining advancement, it is difficult to estimate whether employers are taking advantage of the handicap or whether the lack of vision really does prevent increase of production comparable to that of the sighted worker in the same department.

The difficulties encountered by the crippled group are in the order of their importance: traveling, interviewing for a job, learning to accept the "silly" questions of normal people, persuading bosses to allow the worker to adapt methods of operation to the handicap, and obtaining advancement.

Subway crowds during rush hours and street cars with high steps are a real hurdle for those with a severe leg disability as well as for some cardiacs.

One of the more annoying situations which occurred in several job interviews, was the inability of the employer to face the handicap honestly. In one instance, an interviewer having no real reason for not employing a two-crutch clerical worker, finally gave the lame excuse that it was necessary for his workers to carry their typewriters from desk to desk. Since this worker cannot move without holding both crutches, she was barred from working in his office. She felt that she would have preferred to have him say frankly that he did not want a worker with two crutches. Crippled workers in general ask only a chance to try the job. This is especially true of those who use crutches but who are accustomed to them. It may take them a little longer to go from the desk to their employer's office to take dictation, but they feel the employer should accept this without concern, provided they are able to take the dictation and finish the work on time.

Complaints in the crippled group about obtaining advancement came from industrial workers and were similar to those of the blind.

Another industrial problem mentioned, especially by workers with hand disabilities, was that of adapting methods of operation. A man with one arm learns to use his good arm and hand to do the work of both. He must obviously adjust the method of doing any job to his one-handedness. In several instances foremen insisted that their work could not be done by the method devised. It was only after a great deal of arguing that one foreman allowed the worker to demonstrate his own way of performing the operation, but a single demonstration proved the worker's point.

In this instance as in that of the blind worker distinguishing voices, and the clerical worker moving slowly on crutches, the attitude of the employer and foreman may be all-important in a satisfactory placement. If the worker is well adjusted to his disability, a wise employer will accept whatever method of work the employe chooses, so long as the work is well done, within the normal time, and at no inconvenience to fellow employes or extra cost to the company. Placement agents can do much to help both the employer and employe by suggesting this attitude toward handicaps to the personnel manager and foreman.

Returning Servicemen

In considering the returning blind or crippled veteran, nearly every worker felt that the greatest need is for education of the public in treating a handicapped person as a normal human being. Without exception these workers feel that the handicapped man must not be babied. He should not be urged to attempt things which are physically impossible for him to do, but everything which he can do should be required of him.

It was held important that the handicapped veteran be expected to observe the conventions and emotional restraints

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expected of normal people. To make allowances for rude or childish behavior simply on the basis of the *fact* of the handicap was considered a great mistake. Furthermore, it was felt that the public should be instructed not to ask questions concerning the disability and its cause. If a disabled person wishes to volunteer information he should be encouraged to do so, but he should not be pestered with questions unless he shows a desire to talk.

Public Understanding

Various methods were suggested for helping the public to understand these and other problems which the returning veteran will face—newspaper articles, including a daily column on the treatment of handicapped persons, radio skits, and movies. One blind girl suggested that a topnotch movie could be devised with a blind person as a prominent character. In the course of the story, the producer should make every effort to show that his blind hero or heroine is able to dress, eat, work and play with a minimum of assistance. A crippled worker suggested that a clever advertiser or cartoonist might devise subway and bus posters similar to the "Design for Living" scenes, showing the wrong way to approach the handicapped person and the right way, at street crossings, in restaurants, and so on.

Another worker felt that special classes in the schools, while necessary for the mentally backward child, are really harmful to the mentally normal but physically handicapped. This young lady believes that association in normal classes is of value not only to the handicapped but perhaps has even more value for the normal child in growth of understanding.

It was also suggested that some agency ought to set up a home visiting service, to help families of hospitalized veterans prepare for the return of the injured.

Self-Confidence, Greatest Asset

Finally, in evaluating their experience in the Bureau, both the blind and crippled workers felt that the greatest contribution of the workshops to ultimate vocational adjustment was the development of self-confidence. Approximately half of the workers giving us information said that specific skills developed in the Bureau had not contributed directly toward placement, but that they had learned much in the way of work habits and attitudes, which made their new jobs easier.

These workers urged that all sheltered shops should be as strict as outside industry about attendance, punctuality, and production schedules. They conceded that adjustment of hours is often needed by the crippled person just beginning to work, but that whatever time is decided upon should be strictly adhered to; similarly that the production required of each handicapped worker must be geared to his ability, but once his capacity is fairly gauged, the worker be held to that output each day or week.

In discussing the contribution of the sheltered shops to their final successful placement, more than 50 percent mentioned the opportunity which the Bureau gave them to learn to work with others, the opportunity to start working a few hours a day and gradually reach a full working day, and the encouragement of shop supervisors. They appreciated the guidance of staff members in helping them get used to the shop, and in preparing them for the problems and disappointments of an outside job.

Above all, in one way or another, these handicapped workers indicated what one thirty-year-old man expressed directly. "Until I came to the Bureau I did not believe that any agency or any individual could help me. At the Bureau I saw people much worse than I, doing real work, actually earning money and making friends. The Bureau shops offered me the first bit of encouragement I had had to believe that I could take a man's place and carry my weight in the world. Even before it gave me an opportunity to prove myself, the Bureau gave me hope."

That young man and the 176 like him, especially the twenty successful workers whom we had originally considered unemployable in normal industry, in their turn have given to other handicapped associates hope and inspiration. They have done more. Their success in wartime was a challenge both to social workers and to industrial and business management.

To management comes their challenge to give handicapped workers in peace, even more than in war, a fair trial in doing required work by methods suited to the worker, provided his production equals that of normal workers without extra expense to the company.

To rehabilitation and sheltered shop bureaus comes the challenge to provide for *even the most seriously handicapped*, realistic work experiences of an ever widening variety, that a day may come when the hope of every handicapped man and woman will be fulfilled by a practical opportunity to prove themselves able to "take their places and carry their weight in the world."

Community Evolution

CHESTER D. SNELL, USO regional executive, tells how one North Carolina area is trying to preserve wartime organization gains.

If you take a highway map of North Carolina you can locate Farmville in the east central section, and you will note that it is almost at the center of a square composed of main highways passing through Rocky Mount, Wilson, Goldsboro, Kinston, New Bern, Washington, and Tarboro.

On January 27, 1944, the Eastern North Carolina USO Area Council was organized at a meeting held in Farmville, with representatives from those communities and from Greenville and Smithfield, a little farther away, making a total of ten. Each community had been asked to send five representatives; the USO council or committee chairman, USO club director or paid worker or senior hostess, city recreation head or city manager or mayor, United War Fund drive chairman, and one other civic leader. Representatives of a number of interested state, regional, national and private agencies, and the military and government also were present, took part in the discussions as resource people, and brought the total in attendance to sixty.

Out of that and subsequent meetings has come a proposal by which fourteen communities would put on a campaign for local agencies and services; plan together to meet their social, health and recreational needs; employ a full time experienced community organization executive.

The USO regional executive, acting as chairman, opened proceedings by saying that this was the first Area USO meeting held in the United States with an agenda including discussion of "ways for communities to inherit and utilize certain volunteer program and fund raising leadership and physical facilities for after-the-war community recreation and social purposes." The discussion method of the

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town meeting was used for this and subsequent gatherings, and there were no formal speeches. Local leaders presented information, asked questions, made suggestions. A review of the reports of the meetings shows that nearly all new ideas and plans came from the lay readers.

Needed Facilities

During the latter half of that first meeting, discussion centered about present and needed recreation facilities. It was discovered that five of the communities had been talking about the need for recreation buildings. Before USO's entry only one community had such a building and there were only three professional recreation workers in the entire area, where the populations of the several towns ranged from two to twenty-six thousand. Five communities had chest organizations but there were no full time chest executives. There was not a council of social agencies in the area.

Eight of the communities recorded the amounts they had raised during the 1943 War Fund campaign for local and national purposes. The total amount for local private agency work was $93,400, or only 82 cents per capita, far below the national average. But for the National War Fund an additional $154,125 was raised, bringing the total sum for the eight communities to $247,525, or $2.20 per capita. With this demonstration that large amounts *could* be raised—at least in a time of full employment and high agriculture prices—the discussion concentrated on how much of this war-stimulated giving might be carried over into the postwar period and devoted to local welfare services.

The assumption was made that it would require a base of at least the $93,400 raised for local purposes in these communities to justify expenditure of funds for one professional community organization executive. A lay leader pointed out that there were already many instances of cooperation, such as district civic club meetings, and the Area Boy Scout executive, and a desire for more. Finally a representative suggested that several of the communities jointly employ an executive.

At the second meeting in April, 1944, the council devoted the session to long-range planning. The three assets developed by USO that might be utilized for after-the-war recreation and social purposes were reviewed: USO volunteer workers; the leadership, spirit and the volume of contributions to USO and the National War Fund; USO buildings.

A list of the privately supported local services was prepared which could be developed in the postwar period by each community desiring to carry out a comprehensive plan. This list included Boy Scouts, Girl Scouts, 4-H Clubs, Children's Aid Society, Family Service Society, the national organizations that are USO member agencies, YMCA, YWCA, Salvation Army, YM-YWHA, Travelers Aid, Catholic Charities, community recreation buildings, councils of social agencies, and community chests.

The need of small cities for the advice of an expert in community welfare planning was emphasized, and it was agreed that such assistance could best be secured if several communities would jointly employ and use an experienced executive. A motion was carried requesting the USO regional executive to select one person from each interested community and county to meet and outline a plan of cooperation.

By now the council had been augmented by four more communities, making a total membership of fourteen. For the fourth meeting held in April 1945, a recommendation had been prepared as a discussion topic—"Shall this Area USO Council be reorganized as an Association of Eastern North Carolina Community (and County) Councils?"

Future Possibilities

A full discussion of both area and community organization possibilities developed, and at the close the following motion was unanimously passed: "That the delegates, upon return to their respective communities, call a meeting of representative leaders to consider the organization of local community or county councils and select representatives to attend an area meeting at a later date to discuss the formation of a new area organization." This later date has now been set for November 8, 1945. The United War Fund of North Carolina has made the services of its community organization consultant available for assistance and advice to the association until it is prepared to employ its own executive.

Suggestions as to area association possibilities which may be acted upon in November include services to be provided, among them:

Skilled leadership in fund raising;

Encouragement and leadership of community councils devoted to planning for health, recreation, welfare, and so on;

Organizing and supervising cooperative enterprises of two or more communities in such special undertakings as a child guidance clinic;

Organization and direction of area conferences on welfare, health, and so on;

Organization of area athletic leagues, traveling art exhibits and the like;

Booking and scheduling speakers, entertainments, music;

Investigations and recommendations as to fund raising by various organizations;

Joint approaches to the legislature on matters in social fields;

Securing advice from state, federal, and private agency sources on problems of current concern to the area.

It was further suggested that an Area Association could employ, or make arrangements for two or more communities to cooperate in employing professional workers—an expert in fund raising; a consultant on developing community chests, councils of social agencies, and general community councils; a recreation specialist; caseworkers; trained executives for Girl Scouts, YM-YWCA, and so on.

To Point the Way

This plan as it has grown towards the possibility of professional leadership on an area basis, may point the way for hundreds of small communities where a million war-work volunteers have acquired a genuine interest in social welfare. There are several ways to accomplish this purpose—the creation of permanent state chest organizations out of state war fund groups, for instance, or the reorganization of the National War Fund on a peacetime basis to provide field service for rural places. But it is the opinion of many that the *area* plan, providing leadership close to the points of need, is essential.

Planning for welfare has a broader meaning for us now than ever before—for today we assume it means planning for all phases of community life. Because there is so great interdependence between the major aspects of community living and since each one presents a technical problem of its own, it follows that total community planning is a large and intricate task. But its intricacies need not be daunting when the will for the plan arises with its need from an informed and cooperative citizen's group.

A better community is not created overnight. It develops slowly. Wartime assets which carry over will do so by evolution. Thoughtful plans to aid this evolutionary process have been launched by many community leaders, and this illustration from North Carolina may suggest what can be accomplished within the framework of an area's own awareness of its needs and ability to act. Certainly the organization of good community service is vital to a postwar situation conducive to lasting peace. The time to plan is now. When the war-related activities have been suspended may be too late.

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Service to Mental Hospitals

ELIZABETH JANET GRAY tells how a group of young women and the American Friends Service Committee meet an urgent problem.

In the present acute shortage of hospital help, mental hospitals have suffered even more severely than hospitals for the physically ill. In the best of times, most people put such establishments out of their minds with a shudder, although the public has been reminded over and over again that statistically one person out of twenty in this country will at some time in life be under institutional care for mental illness. The war intensified the difficulties of the mental hospitals by adding attendant shortage to the chronic problems of steady increase in patients and consequent overcrowding.

From coast to coast the situation is the same. In New York City, Mayor La Guardia appeals on the radio for more attendants in the Bellevue Psychiatric Division. In a report on state mental hospitals in California for May 1945, phrases like this are frequent: "We are at a loss to know what to do with patients who come in. . . . Our nursing problem very difficult. . . . "

The Philadelphia State Hospital at Byberry, Pa., is fairly typical of other mental institutions the country over in its shortage of personnel. But, for the past two years, Philadelphia State Hospital has been the scene of an endeavor that shines like a light in the general gloom. The story begins with a group of young women who faced the problem squarely and started to do something about it.

The hospital has a capacity of 3,587, according to the standards set by the Pennsylvania Department of Welfare. At the present time it cares for 6,200 patients. According to the American Psychiatric Ratio, there should be 879 attendants for this number of patients. The hospital never has been able to meet that standard. Before the war it had 486 attendants. Wartime conditions reduced the number to 143. Of these, 65 are men, 78 women. In the men's division, a Civilian Public Service Unit (conscientious objectors), not paid and not listed, actually doubles the number of male attendants, though even this leaves the division understaffed. On the women's side the situation was even more critical.

Taking into account the number of attendants who for one reason or another are not on duty, the average number on the wards for each twenty-four hour day is reduced to 54. These 54, who care for 3,387 mentally ill women, must be spread over three shifts, or "tours." On the 2 to 11 p. m. tour, the average is one attendant to 211.5 patients. In one ward of over 250 ambulatory patients there are never more than two attendants at a time. Frequently attendants work "doubles," adding five or six hours to their regular nine hours of duty.

If it were not for the worker-patients, who help dress the less capable patients, make beds, clean, and run errands, the institution could scarcely continue to function; but though "workers" these are still patients, subject to disturbed periods, requiring direction, understanding, and care.

The Opportunity

To help meet this need, the American Friends Service Committee two years ago opened a women's unit in the Philadelphia State Hospital. Eight young women, three of them wives of CPS men, made up the first group. The unit has continued without interruption since that time, fluctuating in number from six to forty. A second unit, for the three summer months, was opened on June 15, 1945, in the New Jersey State Hospital at Trenton.

Similar women's units in mental hospitals where CPS men are also working were developed in 1944 by the Mennonite Central Committee and the Brethren Service Committee. These organizations, like the American Friends Service Committee, are responsible for CPS camps under selective service. They have been concerned not only to meet an extreme need, but also to provide a way in which young women who are conscientious objectors to war may perform public service in wartime.

The Mennonite Central Committee had summer units in 1945 at the Ypsilanti, Kalamazoo, Wernersville, Hudson River, and Cleveland State Hospitals.

At the Elgin State Hospital at Elgin, Ill., a women's service unit was opened in 1944 by the Brethren Service Committee as part of a "year of volunteer service project." The young women live in a cooperative house furnished by the Brethren Service Committee, and the volunteers contribute all earnings above simple maintenance to other projects.

Members of the units sponsored by the American Friends Service Committee at the Philadelphia State Hospital live in the women attendants' home and eat in the cafeteria where all the attendants, including the CPS men, have their meals. They are paid the regular attendants' salary of $70 a month plus full maintenance and laundry.

They work approximately 51 hours a week. One evening each week, together with the CPS men, they have a unit meeting for the pooling of problems, discussion, or recreation. Frequently they have an outside speaker. Among the speakers have been Sarah Cleghorn, the Vermont poet; Rufus M. Jones, the Quaker writer; Arthur Morgan of Antioch College; Horace Alexander, author of "India Since Cripps."

A training course of sixty hours is given all new attendants. It occupies an hour a day over a period of weeks, so that the learning goes on simultaneously with the work. In the first part of the course, nurses of the hospital staff demonstrate simple nursing techniques, bed-bathing, charting, ward housekeeping, and general care of the mentally ill. In the second part, doctors and nurses lecture on the varieties of mental illness and the care of patients suffering from each type of disorder.

The director of nurses in the hospital, Helen Edgar, is also the director of the unit. The girls select one of their own number as assistant unit director and appoint a personnel committee. A member of the staff of the American Friends Service Committee acts as liaison between the hospital and the girls, safeguards their health, and handles applications and admissions.

Who They Are

All members of the unit are college women. Many of the summer group, which represented twenty-one states and thirty colleges and universities, were undergraduates on vacation. Their ages ranged from nineteen to twenty-four, although as a general rule twenty is considered the minimum age. Two of the group last winter were Antioch College students fulfilling their work requirements. Others have been teachers, secretaries, research workers, psychiatric aides, nurses, occupational therapists. Most of them are sociology or psychology majors,

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with pre-medical students the third largest group, but majors have included music, art, languages, education, philosophy, and literature.

Not every girl who applies is accepted. All members of the unit must, of course, be physically and mentally healthy—strong enough for arduous work. They must have seriousness of purpose, and the desire to help where help is urgently needed.

A visitor to the unit is struck immediately by two things: the vitality of these young women, and their purposeful and entirely unsentimental attitude toward their work. "I have never approved of that sort of charity which is showy and given in bursts," wrote one on her application. They do not dramatize themselves.

The work is the regular daily care of mental patients. There are wards for incontinents, senile patients, over-active patients; there are the worker-patients, and the infirmary for those who are physically ill. The general routine is much the same, however, and includes getting the patients bathed and dressed, serving their meals, feeding those who are unable to feed themselves, toileting them, directing them to the yard or day-room, preventing fights, accidents, and runaways, keeping the wards neat, changing linen, writing up charts, dealing promptly with emergencies as they arise getting the patients undressed and in bed again. The over-active and the incontinent add their own special difficulties.

It is a hard routine, often gruelling, physically and emotionally. Always there are the smells, the irrational laughter, the yells, the wild singing. "You have to recondition your sense of smell and your sense of hearing," said one young woman cheerfully, "so that you don't notice smells and hear only the unusual noise."

The Effect on the Girls

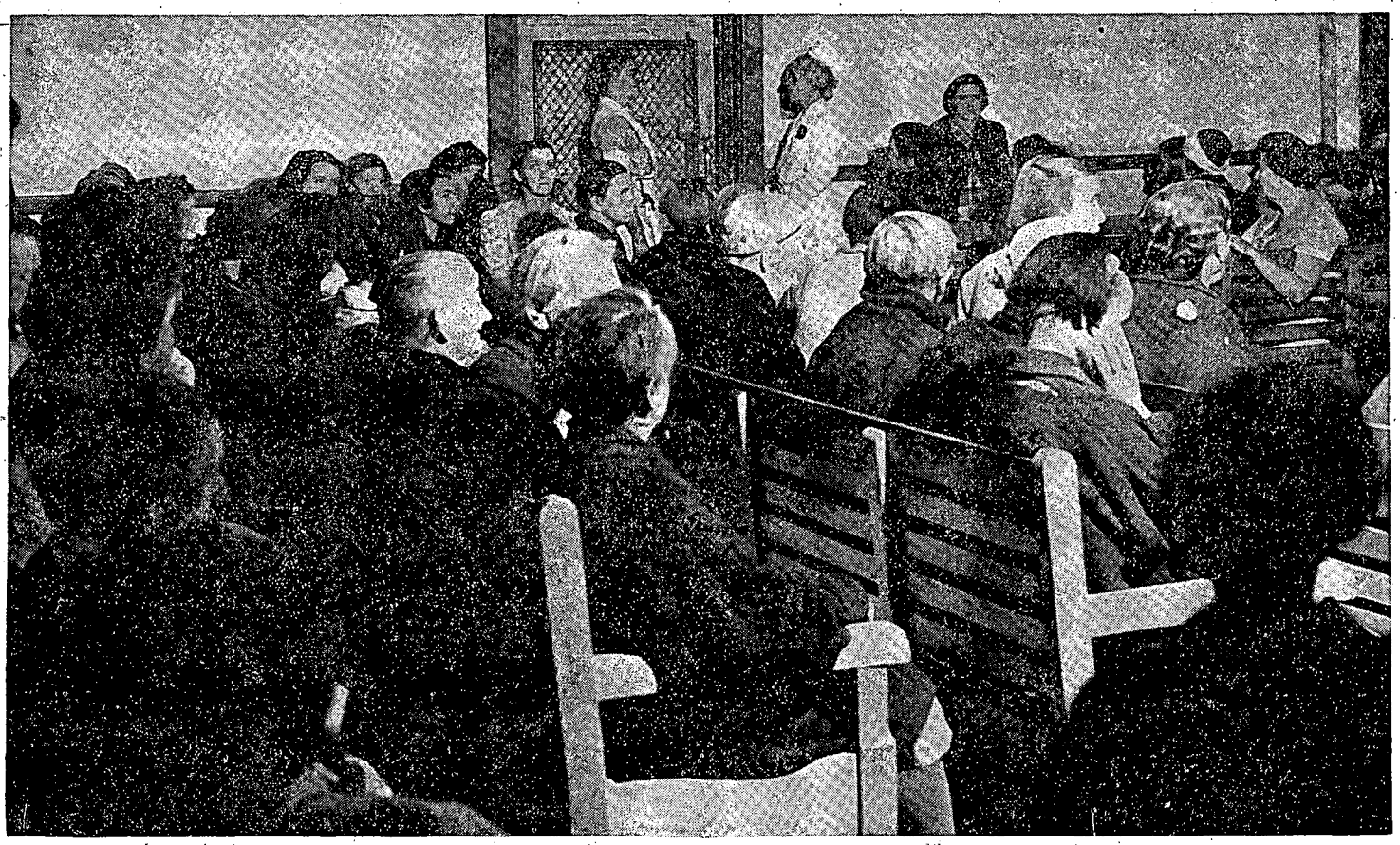
The need to be watchful and alert every moment imposes a strain. Frustration caused by the inability to do for the patients all that one would like to do, the weariness that comes with working alone at too big a job, the constant sight of tragedy, all weigh on the spirit. The lack of understanding of mental illness on the part of some of the older attendants and the violations of the principles of good psychiatric practice arouse pity for the patients.

To walk the narrow line between chill impersonality and the stimulation of too warm a response requires careful balance. However it might seem to the outsider, the attendant whose departure leaves a whole ward despondent and grieving is not considered a success by the hospital. The unsocial reactions of some of the patients are also disconcerting. It is easy enough to be amused when a very deteriorated patient says condescendingly, "Call *me* if you need any help, *you* wouldn't know a bee from a bull's eye." Profane or obscene abuse can be shrugged off. But it is more difficult to remain serene when a disturbed patient forcibly snatches the keys of the ward.

The morale of the new member is apt to reach a low point at the end of two months; after that is weathered, the work becomes more rewarding. In spite of the discouragements and difficulties however, very few of the girls have left because they could not "take it" any longer. The average length of stay has been five months, and when they leave it is to return to their regular work or to enter on other paths which this experience has pointed out to them.

Most of the young women have considered their work in the mental hospital valuable to them quite apart from the satisfaction that comes from rendering a much needed service.

Those who are going to be nurses, teachers, psychologists, social workers, or occupational therapists, feel they will bring to their vocations an understanding that they could not have acquired so quickly in other ways. "The mentally ill should really be called the emotionally ill," said the young assistant director of the unit at Philadelphia State Hospital. "Working with them you learn about the emotions of other people, and how to



Photos courtesy of American Friends Service Committee

Without enough attendants to carry on activities with patients, sitting in the ward's drab day room is called recreation

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A unit member gives simple nursing care

Small attentions can make patients happy

handle yourself in the face of those emotions." Another girl said, "No classroom study could show me as well what unhappy people are like and how they may be helped."

It has been, besides, a maturing process for the members of the unit. They are quick to see and frank to admit the effect of this experience upon their own development. "You learn to interpret your own emotion to yourself," said one girl, "when you see it displayed in others in an exaggerated form." And another: "It makes for honesty with oneself and with others. Any insincerity is recognized at once by the patient."

Through the work of the units a pressing need is being met. Small as the units are and vast as the need is, if these girls were not working in these hospitals, there would be no one to take their places. Although the crowding and the shortage of personnel have made the care that they can give largely custodial, nevertheless they have handled hundreds of troubled people with intelligence, understanding, and gentleness. At Trenton, where the hospital is smaller and more adequately staffed than the Philadelphia State Hospital, an active program of therapy reaches almost every patient, and the members of the unit can give more individual attention to the patients.

Also, the unit has been able to relieve the drab monotony of the worker-patients' lives. At one time volunteers among them gave up one evening a week to occupational and recreational therapy for the worker-patients, who otherwise had nothing to vary their dull round of menial work. But that was found to be too heavy an addition to the girls' already full schedule and it has lapsed. Instead members of the unit have taken games and crafts materials to the wards and contrived time to give the worker-patients some help with these interests. A visitor going through the wards recently was impressed by the eager affection with which worker-patients in one building after another greeted the member of the unit who accompanied her.

In indirect ways, also, the units have contributed much. The very entrance of a number of attractive, intelligent, and devoted young women into an overburdened and isolated group is in itself stimulating and revitalizing. The units have consistently used with the patients the methods of the best psychiatric practice—kindness, firmness, cheerfulness, and consideration for the individual.

Preparing hydrotherapy treatment

Their work, in conjunction with that of the CPS men, has resulted in enlargement of the training course and a dignifying of the attendant's position. Some of the members have contributed to *The Attendant,* published by the Mental Hygiene Program of Civilian Public Service, the first periodical devoted to the problems and methods of attendant care.

One of the most far-reaching results of this work cannot yet be assessed—its effect on the layman's attitude toward mental illness. One of the reasons why state institutions cannot do more for the mentally ill, given modern scientific knowledge, is that the public has never faced the problem squarely. Until the average taxpayer—the businessman, the housewife, the teacher, the factory worker—realizes that public funds must provide modern buildings, doctors, equipment, and trained and adequately paid attendants for these hospitals, the mentally ill will continue to be thrust out of sight, neglected, and forgotten. The members of the women's units, going back to their communities scattered over the country, will sow and cultivate the seed of understanding and purpose.

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THE COMMON WELFARE

Unemployment

The postwar world is here and now—no longer a gleam on the horizon, but the urgent stuff of everyday reality. In the midst of thanksgiving for victory and peace, the United Nations turn to vast new tasks. In less fortunate lands than ours, there are lost people to be sought, rubble to be cleared away, the daily ration somehow raised to subsistence levels, scorched earth restored, torn roads re-made, broken roofs mended—a long and often heartbreaking catalogue of things to be done, and quickly.

Here in our unscathed cities and countryside, we confront another sort of menace to family and community life—the swift spread of "reconversion unemployment." At this writing, there are no official unemployment statistics. The War Manpower Commission has estimated 2,000,000 war workers lost their jobs in the first ten days after the Japanese surrender. News items from many war industry centers indicate the speed of the cutback—for example, 100,000 workers were dropped by aircraft and airplane parts plants near New York City; Glenn L. Martin (Baltimore) laid off 15,000; the North American Inglewood (California) plant dismissed 3,500; the North American Aviation bomber plant at Kansas City dropped 5,100; over 5,000 Bendix Aviation workers (Philadelphia) found themselves jobless when they returned from the two-day victory holiday. In the week ending August 25, there were 596,548 initial claims for unemployment compensation, 50 percent more than in any week since the program began. The War Manpower Commission considers that eight regions, including the Detroit-Flint and Los Angeles areas will be "distressed" by October 15, meaning that 20 to 25 percent of the workers will be idle.

All signs point to a period of severe unemployment with the roll of the jobless reaching 6,000,000 by the end of the year, perhaps 8,000,000 by spring. At every government level, we have been slow and unrealistic in our planning and preparation for the change-over from a war to a peace footing. Measures which belatedly are being discussed to help take up the slack include: Increasing unemployment compensation payments, in amount and duration, and extending the coverage to include government workers and other exempt occupations (see "Ten Years of Social Security" by Arthur J. Altmeyer, September *Survey Graphic*); transportation for workers stranded in cutback areas to places where jobs are available; prompt inauguration of maintenance programs postponed "for the duration," and of public works.

Last Campaign

"Let's Finish the Job," slogan of the National War Fund's current appeal, indicates that the end is in sight for American war service and war relief agencies. One hundred and fifteen million dollars, estimated before V-J Day as a year's budget, can, according to Fund spokesmen, carry the work of these agencies through to January 1, 1947. By that time, the Fund expects to have liquidated its administrative set-up.

Approximately $70,000,000 is allocated for the four service agencies—United Service Organizations, United Seamen's Service, War Prisoners Aid, and American Field Service. The major part of this is earmarked for USO. Club facilities of USO in continental United States will probably soon be cut 25 percent, as the army and navy cut down the size of training installations; but requests by the military for USO's entertainment and recreation services, especially in the European theater, are high.

Just under $38,500,000 is sought by the War Fund for American war relief agencies in Europe and the Pacific. After V-J Day, three war relief agencies — British, Russian, and Danish — withdrew from the Fund. The remaining fifteen include American relief societies operating in Czechoslovakia, France, Holland, Italy, Norway, Belgium, Luxembourg, Greece, Poland, Lithuania, Yugoslavia; and in the Pacific, the Philippines, and China. Refugee Relief Trustees and the U. S. Committee for the Care of European Children complete the list. (For a story of the voluntary agencies in Europe, see *Survey Midmonthly*, August, 1945.) Workers in the foreign field say that even with all the relief agencies and UNRRA can do, it will be a long cold winter for millions of war-exhausted people.

Americans Rehoused

August 1, 1945, is a housing date to remember. On that day Senators Robert F. Wagner and Allen J. Ellender presented their omnibus housing bill to the Senate. On the same day, the Senate Subcommittee on Housing and Urban Redevelopment, Senator Robert A. Taft, chairman, which has been studying this subject for over a year, made its report to the Senate's special Committee on Postwar Economic Policy and Planning.

Unlike past housing legislation—all of it "emergency"—the Wagner-Ellender bill aims to set forth a unified, comprehensive postwar program which will fit into our national economy as a whole. Thus it includes machinery for the entire housing job, by both public and private enterprise.

The bill envisages more than one million new homes each year for the next ten years—the program to be administered in a single housing agency, similar to the wartime consolidated National Housing Agency. It supplies a formula for loans, contributions, and other aids to localities and private investors in their efforts to wipe out America's urban and rural slums and to provide decent housing for all the people. It makes provision for extensive technical and economic research to facilitate the building of better housing at lower cost, suited to local needs.

Specifically, 500,000 new urban public housing units ("strictly non-competitive," with rents at least 20 percent below the levels of private enterprise) would be built with the aid of annual federal contributions mounting from $22 million in the first year to $88 million at the end of a four-year program. For farms and rural areas two plans are offered: low interest loans to families not requiring subsidy; for those having less income, loans and contributions, with a provision for possible eventual home ownership.

A scheme of urban redevelopment — significant, but frankly experimental — would make financial aid available to cities to write down excessive land costs and so make possible public and private redevelopment of slum areas. Another novel feature of the bill is a "yield insurance" plan to encourage private capital—notably banks and insurance companies—to build rental housing for families of moderate income. The plan would guarantee a modest return on investment.

The bill's sponsors clearly feel that families of veterans, especially those of low income, merit special consideration. This is particularly evident in the section relating to the sale of existing permanent war housing to local agencies.

The Taft committee report—"a monumental document," to quote Senator Wagner—is in substantial agreement with the Wagner-Ellender proposal. The one notable difference is in the field of rural housing, where, the committee states, it is not yet prepared to make concrete suggestions. With respect to public housing

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and the whole new subject of urban redevelopment with federal and local aid, the report and the bill are in complete agreement—a good augury indeed for the passage of adequate housing legislation.

Realistic Reconversion

For over a year and as part of a joint legislative study of interstate cooperation, New York State has had a special committee studying ways and means of better integrating its public welfare services. The report now released by chairman Harold C. Ostertag, gives a workmanlike analysis of organizational weakness in the present setup with specific recommendations to remedy them.

Many of the problems are elemental. Public welfare in New York includes eleven different types of programs: home relief, old age assistance, aid to dependent children, assistance to the blind, foster care of children, veterans assistance, public home care, other institutional care, medical assistance, hospital assistance, burials. Some of the agencies administering these services have been operating them for almost three centuries. Others are of recent origin. One typical county has twenty-two separate agencies, operating under twenty-one governmental units, to administer the eleven welfare programs with varying local, state, and federal financial participation. "The result is to compound confusion, especially for the applicants for relief," says the report.

"Limitless complications" also accrue from the 175-year-old settlement system governing reimbursement between localities and the state for non-residents or the "transient" needy. But the study shows that the amount collected from other counties and the amount paid out locally was about the same, usually with not more than a 5 percent differential. In other words, "the charge back system involves a great deal of work and expense with no corresponding financial benefits."

Recommendations follow two main lines. The first is towards a pattern of local welfare administration based on a *county plan* covering all public welfare agencies within the community. Numerous optional variations are proposed, ranging from a completely consolidated county unit (present now in only four counties) to town *authorization* of relief based on investigation by the county staff; to contractual relationship between cities and the counties of which they are a part. But each county would be required to submit its plan to the state department of public welfare for approval before July 1, 1946.

The second series of recommendations would abolish "local" residence requirements and make eligible to local assistance any person (with minor exceptions) who had lived in the state for one year.

The first objective of this plan, says the report, is "to simplify the welfare structure as it affects the applicant for and recipient of aid." Certainly that in itself should be a potent argument for its adoption.

Nursing Needs

A comprehensive picture of the nursing needs and resources of the nation is the aim of the survey soon to be undertaken by the national nursing planning committee of the National Nursing Council for War Service. Under the leadership of its chairman, Pearl McInes, chief of the Office of Public Health Nursing, the committee will gather complete data for an analysis of public nursing needs and also of the needs of the profession. The five-year study will cover all phases of nursing education, state laws and standards, nurse registration bureaus, financial aid for student nurses. It will consider new studies and techniques required of nurses by increased medical knowledge; and it will take account of demands for nurses under broadened public health programs and services.

Hospital insurance has shown millions of Americans the advantages of group provision for one phase of medical care. Experience in the armed forces has revealed to many young Americans for the first time something of the vastness of medical resources to prevent, as well as to cure, sickness. There is a growing demand for a nationwide program insuring all the people a substantial measure of modern health protection and medical care. Whatever program is developed will call for competent, well-trained nurses. The survey now being undertaken is a logical step in providing them.

Back to School

One of the nation's high priority community problems is that of teenagers who left school for wartime jobs at wartime wages.

Katharine F. Lenroot, chief of the federal Children's Bureau, recently stated that "For four years war pressures have pushed school enrollment down and child labor up." Between 1940 and the spring of 1945, the employment of young people from fourteen to seventeen years of age increased from fewer than one million to more than three million. In 1940, high school enrollment reached its peak of 7,200,000. In each of the next two school years it decreased by 300,000, and in the following year by 600,000. Only a small percentage of these declines is due to the smaller number of young people in the current school generation, due to lower birthrates. Most of the drop in enrollment occurred because of the numbers who left school for wage earning.

Educators fear that a substantial proportion of these young people will not return to school. Even in the emergency, they point out, young workers who lacked education and training were limited to routine dead-end jobs, at the bottom of the scale in both wages and opportunity. On the other hand, many social workers, psychologists, and parents fear that a number of those who do return to the classroom, after their experience as job holders and wage earners will be bored and unsatisfied.

There is a nationwide "back to school" drive, in which many agencies, public and private, are cooperating. But the problem of out-of-school youth today calls for imagination, insight, and patience on the part of community leaders in many fields, particularly in education and recreation. To cut down the employment of school-age youth, to persuade them to "go back to school" will not necessarily mean the wholesome readjustment of this important group.

"Human Demobilization"

An eloquent plea for just discharge of the nation's debt to the veterans of World War II, and a rounded series of recommendations to this end, recently were offered the new director of the Veterans Administration, General Omar N. Bradley, by that tireless Elder Statesman, Bernard M. Baruch.

Mr. Baruch's letter, which should be read and pondered by every American, urges the immediate appointment of "a vigorous, imaginative 'Work Director'" whose responsibility would be the "human demobilization" of the war machine. He would:

Harmonize and integrate the discharge procedures of army and navy with the whole change-over to peace; see that faults in these procedures are promptly corrected; "see to it that in each community there is only one place where veterans need go—in dignity, not charity—to learn all their rights and how to get them"; develop a detailed employment and training program; see that veterans receive adequate help in starting businesses; step up and coordinate the artificial limb program; "develop an effective program for informing veterans of what they need to know."

Mr. Baruch's letter includes equally cogent suggestions for reorganizing the medical care of veterans, for overhauling the GI Bill of Rights, and for the protection of veterans "against supersalesmanship designed to sell them everything and anything.

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HERE IN WASHINGTON

UNLESS THEIR JOB WORRIES ARE relieved, thousands of medically discharged servicemen and women may become confirmed invalids, Colonel William C. Menninger, chief of the War Department's psychiatric division, told the Senate Banking Committee during the recent hearing on the Murray full employment bill.

Colonel Menninger revealed that 300,000 men had been discharged from the army for neuropsychiatric reasons, "constituting the amazing total of 43 percent of all discharges for medical reasons." Furthermore, he said, another 130,000 men had been discharged on an administrative basis because of inadaptability or ineptness—frequently another way of indicating personality disturbances.

The Colonel did not mention the borderline cases—men who managed to stay in the service—or those rejected at the induction centers. His concern is with the men and women discharged after induction and these, he declared, must have some assurance of employment if they are to get "well" or stay well.

Speaking for himself and not the War Department, Colonel Menninger related this high rate of psychiatric difficulties to the depression of the Thirties. Unemployment, he told the committee, leaves its stamp on two generations, affecting the mental health of the child as well as of the unemployed parent. Unemployment or even the threat of unemployment, he declared, is of particular significance to veterans of this war who are "children of the last depression and haven't forgotten it."

To clinch his arguments in favor of the bill Colonel Menninger threw in the atomic bomb: "If we can spend two billion dollars developing one instrument of destruction," he asked, "what is the mental health of the country worth?"

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THE SOUTHERN TENANT FARMERS' UNION has launched a campaign to raise the income and thus the standard of living for farm laborers to one fourth of that set by the experts as a health-and-decency standard for an "average American family." H. L. Mitchell, president of the union, has announced that the goal is a minimum annual income of $625 for every farm laborer in the cotton-producing South.

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CHILD CARE CENTERS OPERATING on funds provided under the Lanham act are closing down all over the country and will continue to fold unless Congress or the communities do something to stop them.

The Federal Works Agency has been issuing warnings for some time that federal aid for such projects would stop with the end of the war. The formal announcement, however, caught the majority of communities off base. Few, if any, had taken steps either to close up the centers in an orderly fashion or to continue them with local resources.

THE FIRST WEEK IN OCTOBER has been designated "Employ the Physically Handicapped Week" under Senate Resolution 58. At this writing, President Truman is expected soon to issue a proclamation to that effect.

The tendency to release handicapped workers first is growing, and Washington wants to do something about it. Industry was "sold" on employing the handicapped during the manpower shortage but is becoming increasingly forgetful of the really top job these workers have done (see page 226). Without being overly optimistic, Washington hopes in the coming campaign to salvage some of the employment gains made by the handicapped.

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THE VOCATIONAL REHABILITATION Administration is concerned over the failure of seamen to take advantage of the opportunities for re-training and rehabilitation offered them. Under the vocational education act the federal government carries the entire expense of the program but the seamen are not coming in.

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THE CADET NURSES PROGRAM will continue. The act provides that any cadet enrolling ninety days prior to the end of the war is entitled to complete her training; and the war, of course, is not yet over despite V-E and V-J days.

The need for nurses and the nurse shortage persist, and the U. S. Public Health Service is hoping that the cadets will not lose interest in the profession.

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PRESIDENT TRUMAN HAS GIVEN veterans his personal guarantee that their reemployment rights under the GI Bill will be assured, although a joker in the bill, as passed, threatens to render such right valueless.

It was not until recently that anyone read the bill carefully enough to grasp the fact that reemployment rights lapsed with the official end of the war, whether the veteran remained in the service or not.

The President has said that legislation to correct the mistake (it could have been nothing else) will be taken up as soon as possible after the return of Congress to Washington. That is, of course, if legislation is necessary, and it looks as though it may be.

Congress will, no doubt, back up the President's promise but there is a good chance that the proposed amendment to the bill safeguarding the veteran's reemployment right may open the fight on seniority. If it does, a lively scrap is indicated. Congress has been trying to dodge that one, but apparently it will have to be faced this time.

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OWI REPORTS THAT CASUALTIES on the home front, among industrial workers alone, last year were over 15,900 killed on the job and 2,230,000 injured. Many of these accidents, according to the report, were preventable.

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SENATOR GEORGE OF GEORGIA, chairman of the Senate Postwar Economic Policy Committee, has promised that immediately upon the return of Congress his committee will begin hearings on the bills to liberalize and broaden unemployment insurance during the reconversion period.

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WAR CONTRACTORS ARE NO longer permitted to employ sixteen and seventeen-year-olds. Secretary of Labor Schwellenbach revoked as of September 4 the emergency order of Secretary Perkins which dropped the age limit on government contracts under the Walsh-Healey act from eighteen to sixteen years.

Secretary Perkins had revoked the order as of next month, but because of the abrupt ending of the war the new Secretary advanced the date. "Congress having decreed there is no proper place for child labor in American industry, with which the Department of Labor wholeheartedly agrees, it clearly is the time now to restore those restrictions and fulfill the intent of Congress," said Mr. Schwellenbach.

The Department of Labor is participating in a nationwide campaign to get the boys and girls back in school. There must be no lost generation as a result of the war, Washington holds.

Paul Sabinder

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THE COUNTRY OVER

Industry

Next month, representatives of management and labor will meet in a conference summoned by President Truman to work out a new agreement, succeeding the no-strike, no-lockout pledge automatically terminated by victory in the Pacific. Meanwhile, an interim policy has been announced jointly by Lewis B. Schwellenbach, Secretary of Labor, and George W. Taylor, chairman of the War Labor Board, covering the period (estimated at three months) until the WLB goes out of existence. The interim policy stresses direct negotiation, and settlement of disputes by normal collective bargaining procedures. WLB will accept jurisdiction only if both parties agree in advance to abide by its decision. The only exceptions, made at Mr. Schwellenbach's insistence, will be disputes which might interfere with the production of military supplies, or with the orderly transition from a war to a peacetime economy.

The first step under the new program will be for the WLB to return to the regional boards the 3,000 cases now in its hands. The boards will turn these unsettled disputes back to the parties, urging a direct settlement under the new wage policy, easing WLB controls, announced by President Truman. In new disputes, the regional boards and the conciliation service will make every effort to further collective bargaining, and to hold government interference in industrial disputes to a minimum.

Labor's Postwar Programs

The executive council of the American Federation of Labor, meeting in Chicago in August, put forward as "must" legislation the proposals to liberalize unemployment compensation and to raise minimum wage standards, the Wagner-Ellender housing bill, the Wagner-Murray-Dingell bill, and the "full employment" bill. The council accused Congress of being "remiss in its duty" in recessing without taking action on these measures.

Resolutions embodying the immediate postwar program of the Congress of Industrial Organizations were adopted at a meeting of the executive officers and vice-presidents in Washington on August 16. The CIO officers called for an Executive Order by the President directing an immediate revision of national wage policy to provide for substantial increase in basic wage rates. "All wage cuts of any description or through whatever guise must be combated and prevented. The minimum wage should be immediately raised to 65 cents an hour." The resolutions also demand effective price control to prevent inflation; and the early enactment by congress of legislation to increase unemployment compensation coverage and benefits; a permanent FEPC; the Wagner-Murray-Dingell bill; the Murray-Patman full employment bill; increased benefits under the GI Bill of Rights; drastic revision of tax legislation "to ease the burden on low income earners and to give relief to small business."

Guaranteed Wage Study

"An objective appraisal of the whole problem" of guaranteed wages was promised by Eric Johnston of the U. S. Chamber of Commerce, in announcing the plans for the study to be made by a subcommittee of the War Mobilization Advisory Board. The project grew out of the guaranteed wage demand made by the United Steel Workers (CIO) in the dispute before the War Labor Board last winter. The WLB refused to order the steel companies to launch guaranteed wage plans, but suggested to President Roosevelt that the government undertake a study of the question. At President Roosevelt's request, in March, the War Mobilization Advisory Board named a subcommittee to make the inquiry.

Mr. Johnston stated in August that the subcommittee has appointed Arthur S. Meyer, chairman of the New York State Mediation Board, and Murray W. Latimer, chairman of the Railroad Retirement Board, to direct the investigation. Mr. Latimer will direct a research staff, which will analyze all available data. Mr. Meyer will call meetings of labor and management groups to determine their views, and the problems and obstacles in the way of a guaranteed wage for industry.

Reconversion Committee

The organization of a Committee on the Human Aspects of Reconversion was announced in late August by Prof. Clarence King of the New York School of Social Work, in a letter sent to members of the social work profession and religious leaders throughout the country. The announcement states that social workers cannot view the rising millions of unemployed workers as "lifeless statistics" and calls upon social workers to cooperate with labor, the professions, religious groups, and others to solve "this number one problem in the fight for an enduring peace." The purposes of the committee are to gather material on current reconversion problems, and to arrange meetings with key governmental persons to stimulate action on such pending legislation as the Kilgore unemployment bill, the Wagner-Murray-Dingell bill, and the Pepper bill to lift minimum wages.

Streamlining

Before the labor-management conference in Washington, the Secretary of Labor expects to submit to President Truman his recommendations for reorganizing the U. S. Department of Labor. The plan will be based on a survey which was completed early last month. According to Louis Stark, writing in *The New York Times,* the Secretary of Labor probably will urge that certain permanent subordinate agencies of the War Manpower Commission be transferred to his department—among them the Bureau of Employment Security, now under the Social Security Board, and the United States Employment Service. The announced purpose of the proposals will be to streamline the Labor Department on a functional basis.

Rocky Mountain Fuel

The Securities and Exchange Commission has approved plans for the reorganization of the Colorado coal company which, under the ownership of a former social worker, Josephine Roche, set new levels of union-management cooperation in its field. Miss Roche, president of the Rocky Mountain Fuel Company, will be a member of the board of directors of the reorganized concern. In its report, filed with the U. S. District Court in Denver, approving the trustees' plan for reorganization, the SEC outlined the relationship between the coal company and Lewmurken, Inc., the corporation organized by the United Mine Workers for the investment of union funds. Lewmurken advanced Rocky Mountain Fuel money to purchase defaulted notes and protected it from loss of equipment and property. Lewmurken claims totaling some $115,000 were allowed by the court and paid. In addition Lewmurken loaned Rocky Mountain $500,000 for general corporate purposes, the loan secured by $875,000 of the company's bonds. The ownership of these bonds would give Lewmurken about 23 percent of the common stock of the re-

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organized company. This holding, the SEC pointed out, might put working control of the reorganized Rocky Mountain Fuel Company in the hands of the union.

ILO Standards

The International Labor Office recently published the text of a draft recommendation on minimum standards of social policy in dependent territories which it will propose for adoption by the conference opening in Paris on October 15. This recommendation is intended to supplement the one passed at Philadelphia in 1944. It covers such aspects of social policy as machinery for fixing minimum wages, social security, hours of work, labor inspection, health and safety in employment.

The question of social policy in dependent territories is one of six items on the Paris agenda. Under the terms of the ILO constitution, the conference is free to decide whether or not to take the ILO proposals as the basis for its consideration of the question. If, as usually happens, the conference does accept the ILO suggestions as the starting point for discussion, they will be referred first to a committee, and the committee's report then considered in plenary session. A two thirds majority of the delegates present is required for adoption of committee proposals.

Labor Magazine

The first issue of a new labor press venture appeared last month, with the publication of *Labor and Nation,* "an over-all national labor magazine" which is not the official organ of any union or group of unions. It is put out as a monthly, with study supplements, by the Inter-Union Institute for Labor and Democracy (IUI), "a cooperative association of research, publicity, editorial, educational, legal, health and similar staff members of a number of CIO, AFL, and bona fide independent unions." The editor is J. B. S. Hardman, director of education, and for more than twenty years editor of *The Advance,* the union organ of the Amalgamated Clothing Workers. The first issue includes both news and editorial comment and, as a supplement, an IUI study report, "Royalties, Taxes and Assessments, Industry-Paid and Union-Administered for Labor Welfare Benefits." The IUI offices are at 112 East 19 Street, New York 3.

In Print

A bulletin defining the health and recreation problems created by the importation of Mexican railway and agricultural workers into this country, and urging community services to deal with them, is published by the American Federation of International Institutes, 11 West 42 Street, New York 18.

"When War Ends," by R. J. Thomas, president of the United Auto Workers—CIO, outlines that union's proposals for postwar employment in the automotive industries. Published by the Pamphlet Press, a division of Reynal & Hitchcock, it may be ordered (in quantities) from the education department of the union, 1324 Maccabees Building, Detroit, 2.

Race Relations

An emergency program to detect racial friction, prevent and suppress race riots, is outlined in "Race Riots Aren't Necessary," Public Affairs Pamphlet No. 107, prepared by Alfred McClury in cooperation with the American Council on Race Relations.

Thirty-five national organizations with wide experience in the problem have contributed ideas and suggestions. The report advises that racial friction can best be dissolved by a steady attack on the segregation of minorities in overcrowded and substandard slum areas where there is no opportunity for good inter-group relations to develop out of harmonious living; and by providing full employment and a strong FEPC to safeguard minority rights.

In a race relations crisis, the pamphlet recommends an emergency committee of civic leaders and workers in touch with minority groups. After the emergency has passed, two long range organizations are suggested—one appointed by the governor to coordinate fact-finding and planning; the other a civic interracial committee to stimulate citizen pressure behind the government body, both working to eliminate the causes of tension.

Finally, the report suggests that each American check the genuineness of his own racial understanding by cultivating at least one friend in each of several racial groups.

On the Credit Side

Gains may be chalked up for training facilities and job opportunities for Negro nurses, growing out of the war emergency demand and the efforts made by professional organizations to integrate the Negro nurse into the total war effort, according to an article by Estelle Massey Riddle, R.N., and Josephine Nelson in the August *American Journal of Nursing.* The 8,000 registered Negro nurses constitute only 2.9 percent of all nurses, but the enrollment of Negro student nurses has jumped 135 percent over the 1939 figure, and now totals 2,600.

To implement a program seeking to create new opportunities for Negro girls in nursing schools and hospitals and to raise training standards, a special Negro unit of the National Nursing Council was set up in 1943. The next year, a conference of presidents and administrative deans of Negro colleges was held at Dillard University, under the auspices of this unit. A direct result of the conference was an appropriation of $100,000 by the Oklahoma legislature for Negro nurse education. The unit also prepared a list of the schools that admitted Negro students, and persuaded eighteen additional schools to accept them.

In the public health field, where the need for Negro nurses is great, the National Organization for Public Health Nursing is trying to improve opportunities for professional promotion through its committee on Negro nursing.

Several Negro colleges, in areas where the need is greatest, are planning to develop nursing schools on a collegiate level. Dillard University has graduated its first class receiving a nursing degree, while Tuskegee Institute plans a course. A five-year research project is being carried on by the Medical College of Virginia, which includes the St. Phillip Nursing School for Negroes.

During the war, many hospitals have employed Negro nurses for the first time. In Detroit, formerly only four institutions under the department of hospitals employed Negroes. Now all do. Twenty-six hospitals in New York accepted Negro nurses for the first time. The Army Nurse Corps has included 440 Negroes, the Navy Nurse Corps, four.

Committee of 100

Complete equality, before the law, in security of person, and in human dignity, is the aim of the American Negro, writes Roy Wilkins, assistant secretary of the National Association for the Advancement of Colored People, in a reprint of "The American Negro Wants Full Equality." This pamphlet is issued by the "Committee of 100," which, under the chairmanship of William A. Neilson, former president of Smith College, is seeking funds for the NAACP Legal Defense and Educational Fund, Inc., "to make an America of justice and equality for our Negro fellow citizens."

Answering those who accuse Negro leaders of using the war to create racial friction, Mr. Wilkins points out that as early as 1909, the NAACP called for social and political equality, a goal which has always been "the very warp and woof of Negro life." Education of the American people to a condemnation of lynching, the winning of twenty favorable decisions in the Supreme Court of

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the United States sustaining the equality of the Negro before the courts, the decision in the Gaines case defining the right of the Negro to advanced public education equal to that provided for white students, are detailed as typical of the achievements of the NAACP in the intervening years.

College of Surgeons

Dr. George D. Thorne, Negro physician of New York City, who, on application to the American College of Surgeons for membership last May, was informed by the executive secretary that membership was not being conferred on Negroes at that time, has recently received an application blank, as have two other New York Negro doctors.

At the time of the rebuff last spring, the New York County Medical Society publicly criticized the ACS. In a recent statement Dr. Bowman C. Crowell, assistant director of the ACS, said: "There has been no reversal of policy by the American College of Surgeons. It is true that we have admitted a very few Negroes in the past years, but at the present time there is no discrimination as to color and the same qualifications must be presented in the case of all applicants for fellowships."

New Housing

An expansion in housing facilities for Negroes is reported by the city health department in Baltimore. Today there are 2,800 Negro families in the 8,200 new permanent housing units operated by the city housing authority. A few years ago, fewer than 150 of all houses in the city originally had been built for Negroes.

In the proposed long range housing program which the city has submitted to Washington, 4,500 of the new units contemplated are planned for Negro occupancy, 2,900 for whites.

A new housing community has been created for Negroes at Cherry Hill, where 600 dwellings are under construction by the housing authority and 684 by private builders, with a new school, lighting, water, and street paving provided by the city.

Mental Health

With a basic estimate of two million men who will need civilian psychiatric services for treatment of neuropsychiatric conditions rising from the war or brought to light by it, members of the Hershey Conference on Psychiatric Rehabilitation have recommended a nationwide program of postgraduate courses for general practitioners on the neuroses and their care. This and other recommendations formulated by the committee have been issued in a recent summary "Medicine and the Neuroses," by the National Committee for Mental Hygiene. This committee, with the cooperation of the Commonwealth Fund, assembled psychiatrists, internists, and medical educators for a conference in February at Hershey, Pa. Members of the committee on recommendations, speaking for the thirty physicians and community workers attending, were David P. Barr, M.D. professor of medicine, Cornell; Walter L. Palmer, M.D., professor of medicine, University of Chicago; Thomas A. C. Rennie, M.D., associate professor of psychiatry, Cornell; George S. Stevenson, M.D., medical director National Committee for Mental Hygiene; George W. Thorne, M.D., Hersey Professor of the Theory of Practice and Physic, Harvard.

The majority of the psychiatric cases will not, and should not, be hospitalized bed patients, so the load will fall more directly on medicine at large, the committee believes; and the need for professional help is already too great to be met with the resources at hand. This need will increase sharply as demobilization proceeds. The committee also holds that the teaching of comprehensive medicine to medical undergraduates and house officers is urgently needed, including attention to the patient's personal problems, attitudes, and social environments, as well as to his organic disorders.

Part Time for Alcoholics

The Washingtonian Hospital in Boston has introduced a part time hospitalization plan for treatment of alcoholics, described by Dr. Joseph Thimann, medical director, in the July *Bulletin* of the Massachusetts Society for Mental Hygiene. The plan is in contrast to long term, full time hospitalization which, the report points out, means for the patient continued financial dependency and an artificial environment—poor preparation for unsupervised, give-and-take life.

The patient works full time in his regular place of employment, and spends his free time in the protective environment of the hospital. His outside responsibilities and the emotional strains of family life are reduced, but he remains financially independent and responsible, a factor Dr. Thimann believes of great importance in his rehabilitation. The patient is given necessary psychotherapy, pointed toward further education and professional training, and he is encouraged to develop creative hobbies. The medical therapy used is the "conditioned reflex treatment," the alcoholic being exposed to the sight, smell, and taste of alcoholic beverages and simultaneously to the action of a nauseant drug. The reaction is apt to fade out after a few months if it is not reinforced by preventive follow-up therapy, but the treatment is reported to result in total abstinence in about 50 percent of all cases.

The part time protective environment is reduced gradually, the patient being encouraged to spend more and more free time at work and with his family. Treatment may be continued in the out-patient department, without charge, as long as it is considered necessary.

In Print

"A Psychiatric Social Worker Overseas," a pamphlet by Irene Tobias, published by the Family Welfare Association of America, might be used as a handbook by those who will be dealing with the neuropsychiatric symptoms of returned servicemen. Miss Tobias describes her work as a member of a Red Cross Unit at a general hospital during the Tunisian campaign and later in a neuropsychiatric hospital in a base area in North Africa. The usefulness of her story to the social worker and the layman lies in the simplicity with which personality problems and traumatic states were approached. She stresses the importance of letting men "talk it out" when they desire. Her general point of view is indicated by this sentence: "Another factor to consider was that the emotional reactions were usually situational in nature, imposed on a basically sound structure; a very little help frequently produced surprising results." Price 50 cents from the association, 122 East 22 Street, New York 10.

Women Physicians

That in the future as in the past, women psychiatrists probably will be in relatively greater demand than other women physicians, is one of the conclusions reported in *Bulletin 203*, No. 7 of the U. S. Department of Labor series on opportunities for women in various occupational fields. Facts and statistics on women in medical services have been gathered by a research team to clarify the prewar situation, wartime changes, and the postwar outlook.

Five percent of all women physicians, according to a report made in 1941, were qualified specialists as compared with 8 percent of men physicians. The largest numbers were in the fields of pediatrics, psychiatry, and pathology, a tendency accounted for in this report by the greater ease with which women can obtain proper training in these specialities.

There has been a marked increase in the number of women engaged in psychiatry in the last five to ten years, and

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an increasing number of women are now studying psychiatry. Opportunities for desirable residencies have been relatively great. But even so, the bulletin reports, the supply of women psychiatrists has never equaled the demand. There are many unfilled positions in institutions in child guidance and other clinics. "For as long ahead as one can see, the well-trained women psychiatrists will be needed in this constantly expanding speciality," the report concludes.

Extramural Care

One case does not establish a principle, but the following case history from the Napa State Hospital, California, is interesting proof of the value of individual care offered by the social work department.

"The name W. T. meant something to the social worker when she saw it on the list of patients where she was interviewing, because just a few months previously she had taken an initial history on this patient. She remembered the sixty-four-year-old railroad worker who suffered a traumatic injury. On inquiry the attendant said: 'He just sits all day; he seems confused, he does not know where his bed is, and he shows no interest in work.' After a laborious interview, using pen and pencil because the patient was deaf, it was obvious that his mind was clear and that he wanted to work, but that he had been lost in the group because of his inability to communicate with others.

"Soon after, he was placed in family care and a hearing aid was secured for him. Two weeks later, when the social worker visited the patient, the caretaker said: 'We have never had a better worker. The first day he cleaned the chicken coops, and the next day the barn and so on.' Four weeks later Mr. T. was back on his job with the railroad company and he is well mentally and physically today."

Public Health Responsibility

A mental hygiene clinic in every public health department on both a state and county level offers the most hope for a solution of the problem of mental illness, according to Dr. C. F. McClintick, state commissioner of health, Williamsburg, W. Va. Writing in the *American Journal of Public Health* on "Mental Hygiene in a Public Health Program—Its Implications," he emphasizes the logic of an implemented program including prevention, clinical services for child guidance and for pre-psychotic adults with a consultative service, and third, education and community organization. He believes that the various factors that play so great a part in mental illness—poverty, parental ignorance, organic ailments—make mental hygiene a definite responsibility for public health departments, and one no longer to be ignored.

Indiana

The June issue of *Public Welfare in Indiana* was given over to considerations of mental health, reflecting the growing concern with the subject as a result of the war experience. Dr. Palmer R. Gallup, director, Division of Mental Hygiene, in his introductory article writes: "The task for mental hygiene in the future is enormous. As difficult and at times as impractical as it may seem, we have no choice. We must somehow manage, through an ever increasing amount of teaching and treating to help people understand and to utilize psychodynamic laws. . . ." Topics treated included mental hygiene and the welfare department, psychiatry and medical education, the churches and mental health, mental health in the schools, the traveling mental hygiene clinic, the juvenile court and mental hygiene, and the Indiana Psychiatric Hospital.

Senior Sanitarian

Dr. George T. Palmer, associate field director of the American Public Health Association, has recently been commissioned Senior Sanitarian (R) with the rank of Lieutenant Colonel in the U. S. Public Health Service. He will be in charge of a unit on professional education, and will also serve as executive secretary of the Surgeon General's committee on Postwar Training of Public Health Personnel.

For several years Dr. Palmer has been associated with Dr. Carl E. Buck in the survey and evaluation of local health departments over the country. He has been personally responsible for the forthcoming and last two editions of "Health Practice Indices," chartings of the range of public health practices in several hundred United States and Canadian communities.

Before joining the APHA staff in 1943, he had served for nine years with the New York City department of health, for seven years as deputy commissioner.

Education

When representatives of fifty United Nations meet in London on November 1 to establish a permanent international education body, they will have as a "working paper" the draft proposals adopted by twenty nations whose spokesmen have been attending meetings of the Allied Ministers of Education in England the last two years. The text of this draft was given out by the State Department in this country last month in the hope of widespread discussion before the London meeting convenes. Two of the principal aims of the unprecedented experiment in educational cooperation which will be hammered into final shape in London, are set forth in Article I of the proposed charter:

"To develop and maintain mutual understanding and appreciation of the life and culture, the arts, the humanities and the sciences of the peoples of the world, as a basis for effective international organization and world peace.

"To cooperate in extending and in making available to all peoples for the service of common human needs the world's full body of knowledge and culture, and in assuming its contribution to the economic stability, political security, and general well-being of the people of the world."

Education Week

The twenty-fifth annual observance of American Education Week will be held this year from November 11 to November 17. "Education to promote the general welfare" will be the theme of the 1945 observance. The National Education Association, 1201 Sixteenth Street, N.W., Washington 6, D. C., has prepared program suggestions and materials for what has come to be a nation-wide celebration of the ideals of free public education.

Field Period

Keuka College in Keuka Park, N. Y., reports successful educational results from the placement of students in sub-professional social work positions. The college, a small liberal arts institution for

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omen, includes off-campus "field periods" in its educational plan. Believing that education should provide every merican woman with knowledge of community life, one of the field period requirements is volunteer work in a local agency, or a carefully planned community survey. The project is usually undertaken in the sophomore year in the student's home town. Each student has a counselor, hosen by the college to direct, supervise, and evaluate the quality of work. In these field periods, Keuka students serve in social centers, day nurseries, YWCA's, health clinics, settlement houses, city and county public welfare offices. Juniors and seniors earn their credits by work experiences related to their field of concentration. Upper-classmen majoring in sociology frequently spend their field periods in sub-professional social work positions.

Wartime Lessons

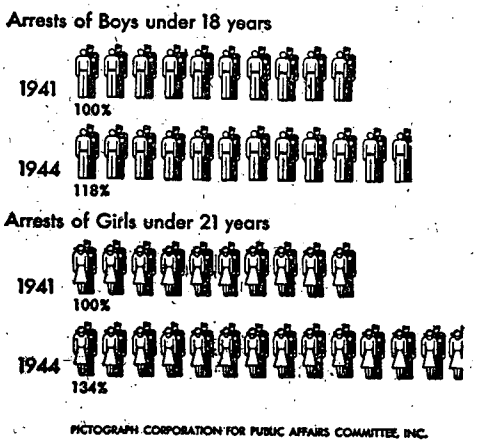
What civilian schools and colleges can learn from the wartime educational policies and practices of the army and navy will be the subject of a two-year study, under the auspices of the American Council on Education. The Carnegie Corporation and the General Education Board have made a grant of $150,000 for the project. It will be directed by Alonzo G. Grace, Connecticut commissioner of education, who has been given leave of absence for the purpose. Among the subjects already selected for study are the procedures used by the armed forces in the selection, classification, and assignment of personnel; curriculum construction based on analysis of the job to be done; emphasis on demonstration and performance in teaching and continuous measurement of progress; new uses of printed materials, visual and auditory aids, and school equipment; training programs for leadership; short term refresher courses; a comprehensive library program to meet individual reading interests.

New England Workshop

Goddard College, Plainfield, Vt., ill make the workshop on the resources and problems of New England, which closed its first six-weeks summer session ast month, a permanent part of its adult ducation program. The workshop rought together over a hundred business-en, farmers, teachers, labor leaders, epresentatives of civic and cooperative rganizations. The work of the 1945 ession centered around four major prob-ems: the role of government in stabiliz-ng the economy and conserving natural nd human resources; maintenance of consumer purchasing power; the encour-gement of the contributions of the ethnic groups of the region "toward the creation of richer ways of living and a common social purpose"; the development and use of educational resources.

In future sessions, a special committee recommended to the trustees that more emphasis be placed on "social engi neering" and that a wider and more diverse representation of New England's varied interests be encouraged.

JUVENILE DELINQUENCY IN WARTIME



Attributing the wartime rise in delinquency to disruption of family life, child labor, working mothers, "Youth and Your Community," Public Affairs Pamphlet No. 108, by Alice Weitz, prepared in cooperation with the Youth Conservation Committee, reports the work of local communities and national organizations aimed at giving youth a sense of security, wholesome recreation, and a purpose in life. "The world is recognizing that the harm done to a child by unfortunate home conditions can be offset by favorable factors on the outside, and it is towards the development of these factors that united community efforts must be directed."

Against Crime

Separation of the judicial function of the court room from the treatment of the offender and the creation of statutory authorities to "take charge of the treatment and rehabilitation" of all delinquents, are recommended in "Next Steps in Dealing with Delinquency," a significant report by Philip Klein on the conclusions of the Temporary Study Committee on Crime and Delinquency. The report is published as a bulletin of the New York School of Social Work. This New York City committee was formed under the chairmanship of Eduard C. Lindeman, at the instigation of City Magistrate Anna M. Kross, to draw up proposals for improving the administration of criminal justice.

"Once the fact of penal offense has been established, the court having served as safeguard of citizens' rights and of public interest, the offender should become subject . . . to an administrative machinery independent of the courts and entrusted with the task of custody, education and rehabilitation," the report proposes. The judge, freed of an impossible administrative burden, should "receive and exercise greater powers in connection with the conditions under which those accused of crime are kept."

The program envisages greatly increased numbers of trained caseworkers, psychologists, and psychiatric social workers attached to the criminal courts and correctional institutions.

The committee holds that "no private associations or denominational bodies should receive delinquents by court commitment." However, "It should be the privilege and the legal right of the correctional body to utilize any resources, public or private, custodial, therapeutic, recreational or educational, as the flexible exercise of their treatment plans may require."

Pointing out that "the delinquent child is little distinguishable from the child in any sort of temporary difficulty," the committee recommends that children found guilty of breaking laws "should . . . be entirely removed from the jurisdiction of authorities dealing with delinquency," except in very special instances.

Plan for Children's Shelter

"A single citywide shelter administration [for the detention of children] is essential in order to provide suitable and uniformly good service" to replace the private shelters of the past whose service has been "variable and uncertain in its approach, lacking in coordination and without promise as to future development," according to the report of the committee on institutional care of juvenile delinquents and youthful offenders of the Welfare Council of New York City.

A shelter should be operated in each of the five boroughs of the city to accept delinquents other than "difficult" cases, "safekeeping" cases for the police, including runaways and children apprehended when court is not in session, and material witnesses for very short term care. Difficult cases of the "older, more seriously aggressive and physically more developed group" should be provided for separately in a central unit where "separate rooms, well ventilated and lighted and easily inspected, soundproofing, simple sleeping equipment" are stressed as essential.

A quasi-public authority is suggested to administer the program, to consist of fifteen non-salaried members representing all boroughs and the three major religious faiths of the city, and including the presiding judge of the Domestic Relations

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Conrad Van Hyning is now in London as acting director of the welfare division of UNRRA's European regional office. He went to UNRRA in October, 1944, as assistant director of the division of welfare, from the post of area director, Caribbean Office of Community War Services, Federal Security Agency.

Mr. Van Hyning served as director of public welfare for the District of Columbia from 1940 to 1943, coming to that position from Florida, where as commissioner of welfare and administrator of the Emergency Relief Administration he organized the present State Welfare Department.

In the private welfare field he has worked in St. Louis, New York City, and Pennsylvania. He was director of the Children's Service Center of Wilkes Barre, Pa., which served as a model for children's agencies in that region. A native of Akron, Ohio, he is a graduate of the University of Akron.

Chase-Statler photo

Now in London

Court. A committee for each shelter, "chosen because of their special knowledge of conditions affecting children in the area" and representing the three religions should maintain close contact with the shelter, visit the buildings, and make recommendations to the responsible shelter authority.

Stated minimum requirements for shelter care include: a simple but adequate program of activity and cheerful surroundings; small dormitories or separate rooms; a staff adequate in numbers and in "experience in handling youngsters at a high-tension stage." The function of the shelter should be primarily short term care, and therapy or discipline should not be attempted.

Since "shelter care is not required for the great majority of children brought to court . . . every effort should be made to avoid the removal of children from their homes." When children who are material witnesses but not delinquent must be held for their own safety, "no expense or trouble should be spared to provide suitable and comfortable care, preferably in foster homes." Neglected children who are not behavior problems should be cared for separately by the department of welfare, rather than in shelters. Foster homes, adequately remunerated, should be an important part of the shelter program in providing specialized care to children requiring it.

Youth House

The program of Youth House, an experimental detention home for boys in New York City, has brought about some modification of behavior in the case of 90 percent of the 3,469 boys referred to it, according to the annual report of the executive director, Frank J. Cohen. Established in 1944, its purposes are "to provide adequate and intelligent care, through a program which would seek to minimize undesirable effects of detention through creation of a positive instead of a negative restraining force"; to provide a "controlled environment" to relax the tension of the boys; to bring out their more positive attitudes; and to serve as a demonstration project and observation center for the court.

The pivotal unit in planning for the boys is the house staff of five trained psychiatric caseworkers, a casework supervisor, a full time psychologist, and a part time psychiatrist. A caseworker has preliminary and subsequent interviews with the boys. The psychologist gives screening examinations for a general personality picture, and individual psychological examinations to those referred for special study. When a caseworker recommends psychiatric service for very disturbed boys, an interview is scheduled with a psychiatrist who is available twenty hours a week and who participates in weekly staff seminars.

A day school program providing remedial work, guidance, and discussion, and a group work program have been developed, as well as religious services. A council elected by the boys meets weekly with the director to talk over problems of the house. "For these boys to have overcome their feeling about 'ratting' on a boy, and to have redirected their group allegiance by seeking help for one of their members on a basis of trust in adult authority represents for many a totally new experience."

Youth Center for Truants

Based on its experience in handling 1,116 truant cases in the past year, the Domestic Relations Court of New York recently recommended the establishment of a new type of youth center to which the court could send truants whose home environment was not conducive to the formation of good habits. It also recommended the adjustment of the public school program to include more remedial work and vocational training.

The Court found the principal causes of truancy to be family disruption or instability; personal conflicts at home; lack of adequate adult home care and guidance; too rigid parental control and neglect of medical care.

In addition to the proposed rehabilitative center to be staffed and maintained by the Board of Education, which would receive children for temporary care, the Court suggested the assignment of a social worker from the Bureau of Child Guidance to sift out cases of potential serious truancy and refer them to social agencies for treatment.

A more systematic approach to health defects of children was recommended to the schools, with greater emphasis on early diagnosis and referral for treatment. The Court also urges expansion of recreational activities, including supervised use of school properties outside school hours.

Medical Care

The labor press is almost unanimous in its support of the Wagner-Murray-Dingell bill. The American Medical Association is continuing its opposition to the measure, and offers a new fourteen-point program to make medical care available to everyone. This program recognizes the principle of insurance schemes to provide voluntary medical and hospital care, and the importance of good living conditions to good health. It does not solve the basic problem of making medical care financially accessible to all people.

The Physicians' Forum is distributing its new pamphlet "For the People's Health," illustrated by Crockett Johnson, presenting in very readable form the arguments for the bill. This is the first popularized version of the case for national compulsory health insurance to be published by an organization of doctors.

News Shorts

Oklahoma has recently passed a series of health bills, among them one establishing a plan for a hospital and health center program in line with the recommendations of the Pepper committee. Another new law provides for state subsidization of health centers.

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The labor government in England is pledged to provide a National Health Service. This was one of the planks that drew popular support, and action on health legislation may be anticipated.

Medical Economics reports that the California Medical Association has raised its dues from $20 to $100 "to help create a better public relations program and fight strong pressure groups."

Doctors Return

The demobilization of medical officers is getting much attention in the medical press. Now that the fighting is over, large numbers of doctors soon will be released for civilian practice. There is widespread concern as to how they will be distributed to areas that desperately need them, and what opportunities will be opened to them both for making a living and for broadening their professional usefulness.

Pepper Bill

Senator Claude D. Pepper (Fla.) and nine other members of the Senate Committee on Education and Labor introduced the Maternal and Child Welfare bill of 1945 (S.1318) "to provide for the general welfare by enabling the several states to make more adequate provision for the health and welfare of mothers and children and for services to crippled children." In introducing the bill, Senator Pepper said: "The time has come when our communities, states, and the federal government must assume a larger responsibility for the health and well-being of our children—a responsibility which their families, rich or poor, cannot assume alone. A program such as that embodied in the proposed bill would increase, not lessen, the responsibilities of parents to make use of the resources which the community affords.

"The purpose of this bill is to correct some of the discrimination and inequalities in health care and child welfare services which, for example, make cities better places than the country for children to be born in, which give the children in one state advantages over those in other states, which favor the children in high income families as against those in low income families, which protect the lives of white children better than the lives of Negro children, which provide for some crippled children and leave others totally unprovided for."

Commenting on the bill, the *Journal* of the AMA says: "This bill is perhaps the official opening of a campaign to make permanent some of the activities that prevailed under the so-called EMIC program. Early in the establishment of EMIC the *Journal* predicted that the Children's Bureau would not be happy until permanence had been given to this tremendous expansion of its activities." The editorial also says that few would oppose the objectives sought, but goes on to question the advisability of placing the program under the United States Children's Bureau.

Sarony, Inc.

Cornell to Florida

Josephine Strode will take up new duties as director of casework services for the Children's Home Society of Florida on October 1, with headquarters in Jacksonville. She is well known to Florida social workers, having been director of casework service for that state in the days of the Emergency Relief Administration. For the past four years she has been a member of the Cornell University faculty, in the department of rural sociology. *Survey Midmonthly* readers will think of her as author rather than sociologist or administrator, recalling particularly her folksy, firsthand description of rural social work in action.

Dental Needs

Hearings before the Senate Subcommittee on Wartime Health and Education on two bills sponsored by the American Dental Association, brought interesting testimony from Dr. Thomas Parran, surgeon general of the U.S.A. "All studies show, in reference to dental needs, that the amount of dental neglect, of dental ill health, varies inversely with family income. The same is true of other phases of public health and other health and disease problems, but lack of income is by no means the sole cause of dental ill health.

"We find as we make studies of the geographic distribution of dentists in the country, the same pattern that your committee has found in reference to the distribution of doctors and nurses and hospitals. In areas of lowest income there is the lowest ratio of dentists.

"We find also a great variation in the amount of dental services received by people in the successive income groups. In the low income groups, naturally there is less money to be spent for dental care, and the amount of dental care given is much less than in the higher income groups."

Professional

Alice Donahue has joined the staff of the Chicago Council of Social Agencies as director of public relations, succeeding Helen Cody Baker. She comes to the council after four years as financial and publicity secretary of the Chicago Travelers Aid Society. . . Area Welfare Planning is the name given to a new project of the council, which will consider health and welfare planning on a "natural neighborhood" basis, to extend services beyond the city limits to suburban areas. Experiences of the Community and War Fund of metropolitan Chicago in fund raising in the suburbs are said to have clearly indicated the need for this new planning group.

National Safety Council

James L. Fieser became assistant to the president of the National Safety Council on September 1, with headquarters in New York. Vice-chairman at large of the American Red Cross for twenty-three years, Mr. Fieser long directed the organization's disaster relief service. His initial experience with disaster work came in 1913 when he was head of the Associated Charities in Columbus, Ohio, and the Ohio River went on a rampage. He organized Red Cross relief activities in Columbus at that time.

With the National Safety Council, Mr. Fieser will devote his time to development and extension of the nationwide public service program, which has expanded greatly since President Roosevelt at the beginning of the war asked the council to mobilize safety forces in a united campaign against accidents. The program includes activities by the council in the fields of home, traffic, farm, school, and public safety.

Medical Social Work

Calling attention to the growing need for both medical and psychiatric social workers and the growing interest in both fields, Webster G. Simon, vice-president of Western Reserve University, announces the promotion of Anna Belle Tracy to professor of psychiatric social work and Agnes Schroeder to professor of medical social work in the university's School of Applied Social Sciences. Miss Tracy has been at Western Reserve since

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1929, and was formerly a supervisor in the Institute for Child Guidance in New York City. She is a chairman of the national committee on professional education in the American Association of Psychiatric Social Workers. Miss Schroeder joined the university faculty in 1927 when the curriculum in medical social work was established. She is a past president of the American Association of Medical Social Workers, and former chairman of its educational committee. She was a member of the 1939 White House Conference on Children in a Democracy.

Dorothy C. Kahn

As secretary to the Standing Committee on Welfare and Health Services, Dorothy C. Kahn joined the staff of the Welfare Council of New York City on September 4. A former president of the American Association of Social Workers, Miss Kahn's professional experience in social work has included executive directorships of the Jewish Social Service Bureau in Baltimore, the Jewish Welfare Society in Philadelphia, and the Philadelphia County Board of Assistance. She recently served as technical director in the preparation of a film on social security for the Office of War Information, and has just completed a study of public assistance policies for the Russell Sage Foundation.

Murray Bill Support

A national committee of social workers to support the Full Employment bill is being organized by Helen Hall of the Henry Street Settlement, New York City, with the cooperation of the New York Social Work Action Committee. The national steering committee of the SWAC asks nationwide cooperation and urges supplementary local action, according to Antoinette Cannon, chairman.

Forty Years

The Simmons College School of Social Work has moved to a new home at 51 Commonwealth Avenue, Boston. This fall marks the forty-first year of the school's existence from its beginnings in 1904 at 9 Hamilton Place, Boston, under Dr. Jeffrey Brackett, who continued as director until 1920. Dr. Brackett was one of the first social work school administrators to realize the value of association with established colleges, linking the school with both Harvard and Simmons. In 1904 he wrote: "The school is founded in the belief that some young men and women, especially those who have had the advantage of our colleges and theological schools, will wish to give, during one academic year, to problems of this work, and to its theory and practice their whole time, their best thought." In 1912, he advocated the introduction of a second year of advanced work, at that time considered a daring innovation. In 1917, lectures were begun in social psychiatry, described as "probably the first course in social psychiatry in the world." Dr. Brackett was one of the early friends of *The Survey Midmonthly*.

New Jersey Exchange

In a recent assessment of the adequacy of social service exchange facilities in New Jersey, it was found that one third of the counties of the state do not have organized exchange services. Under the sponsorship of the New Jersey Welfare Council, the State Department of Institutions and Agencies, and the division of municipal aid of the Department of Economic Development, steps are being taken to stimulate community interest in development of these facilities. Regional meetings, according to Emil Frankel, director of the division of statistics and research, are being planned to explore the need and method of providing services.

Department Head

Benjamin Youngdahl takes over as head of The George Warren Brown Department of Social Work of Washington University this fall, on the retirement of Frank J. Bruno who has headed the department for twenty years. Mr. Youngdahl, formerly professor of public welfare in the department, has been overseas with UNRRA, to assist in making plans for the repatriation of the fifteen million persons taken to Germany by the Nazis as slave laborers.

Conference

The Family Welfare Association of America will hold its annual Middle Atlantic regional conference at the Bellevue Stratford Hotel, Philadelphia, on October 11-13. Margaret Mead will speak on "Today's View of Tomorrow's Family" at the opening session.

Child Health in France

The American Red Cross has appointed Dr. Louis I. Dublin, assistant to the chairman of the ARC and vice-president of the Metropolitan Life Insurance Company, to conduct a survey of child health in France, at the invitation of the French government. Dr. Leona V. Baumgartner, pediatrician on leave to the Red Cross from the New York City department of health, and Ida K. Fivian, instructor in foreign languages at Bradford Junior College, will assist Dr. Dublin.

French health agencies and Red Cross civilian war relief workers already in France will collaborate in the study. The survey, expected to be completed in about two months, will seek ways in which assistance from abroad can help meet the needs of French children.

Wayne University

Dr. Lent B. Upson has been appointed dean of the School of Public Affairs and Social Work at Wayne University. He has directed the school since 1935, and for the past year has been director of the National Training School for Public Service. From 1916 to 1944 he headed the Detroit Bureau of Governmental Research. . . Katharine Faville, named acting dean of the College of Nursing last February, has now been appointed to the deanship.

Exhibit

The 1945 Family Case Work Exhibit is available for circulation to Family Welfare Association of America members. Forty-four agencies throughout this country, Canada, and Hawaii, are represented with a total of eighty-four records. About one third of the records deal with war related casework problems: veterans, servicemen, civilian war workers, working mothers, the war dislocated and their families. New agency projects are demonstrated in twenty of the records, and casework service combinations are illustrated in another thirty.

DR. HUGH CABOT died suddenly of a heart ailment on August 14, while sailing with Mrs. Cabot near Ellsworth, Me. A graduate of Harvard Medical School, he began practice in Boston in 1900, later becoming clinical professor of surgery at Harvard. For service with the British Medical Corps in the first World War he was decorated a Companion of the Order of St. Michael and St. George. Later, he was dean of the University of Michigan Medical School, professor of surgery at the University of Minnesota, and surgeon at the Mayo Clinic. A pioneer in health insurance, he believed that group health organizations provide the most satisfactory and adequate medical care, and he was a constant and vocal fighter against the claims of organized medicine to sole control of medical practice. A member of the Committee of Physicians, which rebelled against the policy of the American Medical Association, Dr. Cabot was the government's first witness in 1941 in the trial of the AMA for violation of the Sherman Anti-Trust Law. Dr. Cabot wrote vigorous and widely quoted articles on medical economics for various lay magazines, including *Survey Graphic*.

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BOOK REVIEWS

RELIEF AND REHABILITATION: Implications of the UNRRA Program for Jewish Needs, by Zorach Warhaftig. Institute of Jewish Affairs. $1.

This is the first examination of the adequacy of United Nations Relief and Rehabilitation Administration with regard to meeting the needs of the Jewish people. The author, a noted sociologist, has done a constructive piece of work in demonstrating the deficiencies in present plans and in presenting concrete proposals for change. He points out the extraordinary situation of the Jews in Europe, created by the Nazi policy of total extermination, and questions certain limitations on UNRRA making it difficult for that organization to handle the situation.

The Nazi policy of making Europe "Judenrein" has made the plight of the Jew strikingly different from that of other peoples in the degree of their suffering. Most of them are now homeless, penniless, undernourished, and undermined in health, and must start their work of self-rehabilitation unaided, as they cannot count on the help of relatives left in their homes. The policy of forced migration has left a large number of stateless Jews, about the solution of whose problems individual governments are unable to agree. The author contends, also, that the persecuted Jewish minorities within Germany and the satellite countries, cannot be left to the sole care of the postwar governments set up there. Complicating the whole problem is the wide prevalence of anti-Semitism among large portions of the population in Europe, which has been intensified by the Nazis. Experience in North Africa, France, Rumania, and Bulgaria shows that the return of the Jews to claim former property now in the hands of Gentiles merely increases this prejudice.

Dr. Warhaftig suggests that the Jewish people be allowed to send representative observers to the UNRRA Council and several important committees, and that qualified Jewish personnel be recruited and included in UNRRA field missions. Restrictions against helping enemy or ex-enemy nationals should not apply to minorities who have been subject to persecution. The victims of racial, political or religious discrimination should be added to the categories of people accorded high priority in relief activities. UNRRA should also attempt to assist in repatriating all those who had to leave their homes, as far back as 1933, because of race, religious or political beliefs; otherwise, vast numbers of Jews who were deported prior to September 1939 would be without official help. Further clarification is needed regarding the definition of a displaced or stateless person, and between the division of responsibility between UNRRA and the Inter-Governmental Committee on Refugees.

Ralph M. Kramer

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ECONOMICS FOR CONSUMERS — Second Edition, by Leland J. Gordon. American Book Co. $3.75.

The spread of consumer economics courses in American colleges has been one of the encouraging recent tendencies in higher education. In the past, courses in salesmanship have appeared in far greater profusion than courses in buymanship. Fortunately a new trend has set in.

Leland Gordon has produced the outstanding work in the field. The second edition of his well-accepted "Economics for Consumers" is a thoroughly revised volume, which will undoubtedly take its place as the standard book on the subject. It will also secure a substantial audience among members of consumer study groups who wish to improve their purchasing technique.

Gordon contends that most consumers have little knowledge of the qualities of the goods they buy, and that our pricing system, with its accompanying high-pressure advertising, has become one in which sellers' interests dominate. A critical eye is focused upon consumption habits in food, clothing, ornamentation, religious ceremonials, holidays, marriage and burials; upon housing, travel, and education; upon sports and other forms of conspicuous display and leisure time consumption. By building case illustration upon case illustration, we are brought to see the irrational pattern of many of our buying habits, as well as the advertising mechanisms which keep them so channeled.

After presenting a clear picture of modern advertising, attention is given to questions of price and quality, and to the impact of installment credit upon costs and upon buying habits. The last half of the volume takes up the positive methods by which the consumer can increase his real income. Emphasis is placed upon consumer education, budgeting, consumer testing organizations, cooperatives, and governmental aids. Among the more valuable chapters in the book are those on life insurance and on housing. The writer closes with an appeal for the improvement of government standards and specifications, for a more adequate enforcement of weights and measures laws, and for the extension and improvement of government agencies for the protection of the consumer.

The weakest part of the book is that which summarizes the price control programs inaugurated during the war period. This material is condensed into a final chapter of some thirty pages. Undoubtedly for some years to come, the price control and rationing program will continue to be of great importance to American consumers. It is unfortunate that this material is not developed in greater detail.

Amherst College Colston E. Warne

PLAINVILLE U.S.A. by James West. Columbia University Press. $2.75.

This is an interesting analysis of an isolated and backward American farming community, with detailed information about the lives of the inhabitants of Plainville (a town of sixty-five homes and a dozen stores) and of the farmers of the surrounding area who use the town as a trading and social center. As the people of the town boasted to the author, Plainville is "one town the highways haven't killed" for "people still fill this town up every Saturday." The author writes from the viewpoint of an anthropologist, but uses few anthropological terms. His method is direct. He allows the facts to speak for themselves.

Community acceptance of the author in the role of investigator did not come quickly, but he finally gained this through a businesslike approach by paying informants and securing the cooperation of the local politician who gave the author standing in the community.

Initial efforts were concentrated in collecting the traditional cultural data and background material on local history, religion, education, economics, social organization, and attitudes. Mr. West then gave his attention to three problems which he discovered to be fundamental to his analysis of the town:

1. Social discrimination in the community (although Plainville was originally selected by the author because he thought it lacked social classes).

2. Socialization of Plainville boys and girls and the way in which the local educational and non-school influences worked to produce that socialization.

3. The social and economic reorientation resulting in the community from activities of governmental agencies such as FSA, NYA, OAA, ADC and WPA.

The author's methods were notebook interviews of two to several hundred

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hours behind closed doors, many brief informal interviews, collection of life histories of eight adult persons in ages from twenty-six to seventy-five, and four high school student autobiographies written for pay of 10 cents an hour. He also used official county records and files of local newspapers.

Mr. West concludes that doubled or tripled incomes will not solve the problems of Plainvillers everywhere, but revitalized education is needed to train them to participate more fully in the cultural rewards possible in the world today. Tragic evidence of this need is shown in the stark inappropriateness of the Plainville high school program for 1939-1940 to fit anyone for the good life anywhere.

JOSEPHINE STRODE
Department of Rural Sociology
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THE DYNAMICS OF CULTURE CHANGE: An Inquiry into Race Relations in Africa, by Bronislaw Malinowski. Edited by Phyllis M. Kaberry. Yale University Press. $2.50.

IN THIS LAST ACADEMIC TESTAMENT, ably rescued from scattered monographs by a devoted student-disciple, Bronislaw Malinowski has left a great legacy of potential social and cultural intelligence. It will, of course, only pay dividends if it is properly husbanded and invested, but it has almost unlimited potentialities for promoting peaceful and constructive relations between diverse peoples and their divergent cultures.

Though based on studies of culture change and conflict in African societies, the general objective is the discovery of a world yardstick for cultural progress and a pragmatic criterion of what is culturally sound and unsound in any given situation. Of course, this goal is not achieved, but the techniques for developing the needed yardstick and its general specifications are outlined.

Primarily, Malinowski viewed culture contact as a process of reaction in which new and often unpredictable cultural combinations arise from the stresses, strains and subsequent accommodations, and in which "the clash and interplay of the two cultures produce new things." Next comes a functional principle of selection which pragmatically settles the old question as to what is superior or dominant and what is inferior or subordinate; for Malinowski, successful hybridization and adaptive survival form the guiding and practical criterion. By judging the specific culture elements not by their traditional or intrinsic values but by their social effects and capacity for integrations, he thought the right trends and constructive goals could be determined.

This is a most promising base for a new and more realistic approach to the study and scientific control of political-economic forces, especially during a period when all group relations—notably colonial policies and programs—will need radical revision and sounder, more objective standards.

Properly implemented by enlightened statesmanship, such values and criteria might lead us out of the present wilderness and wastes of political and economic imperialism.

ALAIN LOCKE
Professor of Philosophy
Howard University

YOUNG MINDS WITH OLD BODIES, by Melvin E. Page, D.D.S., Bruce Humphries, Inc., $2.50.

DR. PAGE'S OBJECTIVE IN THE STUDIES reported in this book was to find a means of preventing dental caries; his approach was by the systemic route rather than the local. This approach soon led him into a region ordinarily reserved for the specially trained physician, that of endocrinology. Here he has developed theories of the correlation of body build, variations in calcium-phosphorus blood levels and tendency to certain types of systemic disease, to variations in the activity of the different endocrine glands. He looks upon these glands as the regulators of nutrition and as being themselves modified in their activity by food intake.

The author seems to regard his work as having even greater applicability in the field of treatment of systemic disease than in that of dental caries control. While the book has two complimentary forewords by physicians, it seems clear that it would have commanded greater attention in that field had it been written in collaboration with an endocrinologist of recognized standing.

As to prevention of dental caries, Dr. Page follows a formula recommended by leading dental research workers—elimination of sugar and white flour from the dietary. To this he adds endocrine medication according to the diagnosis he arrives at by the tests he has devised. It is a question as to how much the endocrine medication contributes to his results. Carefully conducted and controlled trial of his methods is needed.

JOHN OPPIE MCCALL, D.D.S.
New York

THE UNKNOWN MURDERER, by Theodor Reik, M.D. Prentice-Hall. $3.

THE PURPOSE OF THIS BOOK IS TO examine the criminal and criminal justice in the light of psychoanalysis. This approach offers exciting possibilities, but Dr. Reik seems to have made his investigations under the student's lamp rather than in the field.

The criminal, judge, jury, witnesses, are scrutinized. Methods of deduction, clues, logic, evidence, are analyzed. But only occasionally is there anything new or provocative.

We scarcely need to be told, for example, what every detective knows—namely, that clues are elusive and delusive, witnesses often unreliable, the deductive approach full of pitfalls. Every cop knows that the criminal frequently betrays himself, or leaves a "calling card." Judges are aware that innocent men are sometimes convicted.

Whether or not the reader accepts Dr. Reik's interpretation may depend on how completely he espouses Freudian concepts. Some conclusions are not supported even by circumstantial evidence:

Why does the criminal revisit the scene of the crime? (Does he?) He has an impulse to repeat the act, an unconscious intention to master the deed psychologically. Also, he has a longing to surrender himself.

Why does he leave clues, make fatal errors? Because he must proclaim the deed and the doer, he has an impulse to self-destruction.

Why judicial errors? The judge's unconscious examines the unconscious of the criminal. A man is believed capable of an act, hence guilty of it. Thoughts are treated as deeds.

Modern criminology, Reik concedes, is more scientific than primitive magic, but he holds it is still impelled by it. To prove it, he brings in the Melanesians, primitives of Togo, and others, pages on end. Detectives are old-line medicine men, he says, but they do not know it. Only their unconscious does. They are "successors of those priest magicians."

The book is a combination of science, "The Golden Bough," *True Detective Magazine,* and "The Canary Murder Case," (to which one chapter is devoted).

Executive Director DAVID DRESSLER
New York State Division of Parole

THEY WALK IN DARKNESS, by Ellen C. Philtine. Liveright. $2.50.

IN RECENT YEARS NUMEROUS AUTObiographies and novels have been written around the subject of mental illness. "They Walk in Darkness," written by the wife of a physician on the staff of one of the country's large state mental hospitals, has been added to the list. It gives a dark and lurid picture of the life of the staff and the patients, apparently colored throughout by the thinking and feeling of the author and most of her associates.

To one very familiar with the lights and shadows of many mental hospitals, it seems quite fantastic that no really bright spots can be found in this particular mental hospital picture. We are

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all familiar with present day overcrowding and understaffing, but we are also aware of the great number of skillful and faithful doctors and nurses who are still found even in our most unenlightened mental hospitals, and yet in this novel they seem to have no place.

To the average reader, unable to distinguish neuroticism from realism, "They Walk in Darkness" can only give a sad and distorted picture of the present day care of the mentally ill.

There are in this novel some well-drawn human characterizations, and some of the details of the environment and the psychiatric practices are well verbalized, even though almost constantly colored with distrust and suspicion.

Perhaps the writing of such a book helped drain off some of the author's personal conflicts, and so served a good purpose; but to this reviewer its publication does not seem to further any wholesome or constructive ends.

ARTHUR H. RUGGLES, M.D.
Superintendent, Butler Hospital
Providence, R. I.

FOOD FOR THE WORLD, edited by Theodore W. Schultz. University of Chicago Press. $3.75.

THE PSYCHOLOGY OF DIET AND NUTRITION, by L. S. Selling, M.D., and M. A. S. Ferraro, M.S. Norton, $2.75.

A COMPILATION OF PAPERS AND DISCUSSION presented at the twentieth institute of the Norman Wait Harris Memorial Foundation, University of Chicago, "Food for the World" contains contributions by scientists eminent in the fields of nutrition and physiological chemistry, economics, agricultural economics, population, and finance.

The purpose of the institute was to focus attention on "the fundamental elements appropriate to a food policy in a world setting." The materials are of special interest in view of the new United Nations Food and Agricultural Organization "to promote orderly progress in food and agriculture on a world scale." The discussions are divided into five parts:

1. Background of the international food movement and measures that have been taken in the past to improve the distribution of food, especially to the masses of underfed people in the world. 2. Population trends throughout the world, and factors affecting population changes. 3. Progress made in the science of nutrition and its application to human food requirements, food consumption, health, and welfare, keeping constantly in mind the contribution such knowledge can make to broad food policies. 4. Food supplies, especially in the future when war is over and world relief demands have been met. 5. International problems and the need for developing an expert international personnel to deal with food and agricultural problems.

Nutritionists will be interested in the note of warning sounded by Margaret Reid. "The 'marriage of nutrition and agriculture' may suggest an unstable condition. It is, furthermore, very unsuitable if nutrition and agriculture are made one and that one is agriculture. Nutrition programs may be coordinate, but they must not be subservient to programs to improve farm income."

Everyone interested in the broad implications and applications of nutrition and its relation to agriculture, economics, sociology, and international relations should read this book.

THE AUTHORS OF "THE PSYCHOLOGY of Diet and Nutrition" believe that nutritionists, nurses, and physicians fail frequently to secure acceptance of the teachings of modern nutrition, through lack of appreciation and knowledge of the psychological factors underlying human food habits and reactions.

They present the subject of psychodietetics first by discussing the psychological principles involved in the sensation of hunger, in appetite, and in the development of food habits, fads, customs, and prejudices. Next, they present common child feeding problems and special problems due to psychological maladjustments, from the extreme state of mental disorder to the beginning stage of poorly adjusted normal persons. A very interesting chapter follows, showing how food and nutrition problems affect homes and members of families, depending upon whether or not parents are well adjusted and whether or not they apply sound psychological principles in the feeding and training of their families. The next three chapters show how the principles previously discussed should serve as guides in group feeding and in the care of patients on special diets, and discuss the effect of improper diet on behavior and personality. The book ends with a presentation of suggestions for more effective public and individual nutrition education programs.

This reviewer recommends the book to those who are engaged in teaching foods and nutrition, whether in classrooms or in homes, and to hospital dietitians and dietitians in charge of feeding groups of normal children and adults. The book brings forcibly to mind Dr. DuBois' plea: "If we can eliminate a large number of worthless special diets, the time and money saved can be employed in making the fewer diets better!"

MARTHA KOEHNE, PH. D.
Chief Nutritionist, Child Hygiene Div.
Ohio State Department of Health

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—*Chicago Sun Book Week.*

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THE BOOKSHELF

AN EXPERIMENT IN CASE WORK—GROUP WORK—COOPERATION

A report of a cooperative project in which nine Pasadena group work and case work agencies participated with the Social Service Exchange, with an evaluation of the project. Professor Harleigh Trecker, of the Graduate School of Social Work of the University of Southern California, consultant .....20c copy.

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SUPERVISOR-WORKER, trained, experienced, skilled in simplifying case work, would help establish effective family program, not encroaching other community agencies. Executive experience but may consider special lead or Intake service with some supervision. 8200 Survey.

SUPERINTENDENT, institution, or agency. Man, now (10 years) administration large public child care program, 10 years private social agency of exceptional standards. Academic background in psychiatric social work. Special interest in modern standards institutional care, adoption, guardianship, foster care. Religion—Catholic. $4,600 to $5,000 or maintenance equivalent. 8211 Survey.

RESIDENT DIRECTOR—Children's work. Administrative ability, long years of experience. Understanding modern child care. Case work background. Excellent references. 8212 Survey.

HEADWORKER, SETTLEMENT, desires change. South or Southeast. Will consider Settlement, Recreation Center, Institution, personnel or industrial counselling. 8217 Survey.

SOCIAL AGENCY EXECUTIVE, or ADMINISTRATIVE ASSISTANT, man, M.S. in S.S. degree. Thorough psychiatric social work training. Broad experience in public welfare, family case work, community organization and social planning. Particularly interested in psychiatric social work. 8216 Survey.

EXECUTIVE with wide experience in the Recreational and Institutional field, desires connection with a children's organization. Can only consider day time work in New York City or within commuting distance. Am also experienced in fund-raising. 8203 Survey.

WORKERS WANTED

ADOPTION AGENCY wants professionally trained case worker for study department, child placing experience desirable: ability, either latent or developed, to relate as a case worker to young babies and to use knowledge about infant development discriminatingly. Salary $1800 to $2400. Write Miss Julia Ann Bishop, Director of Case Work, Children's Home Society of Virginia, Box 554, Richmond, Virginia.

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WORKERS WANTED

ASSISTANT DIRECTOR for old-established health agency operating in Chicago and Cook County . . . one qualified as capable administrator, directing field staff, preferably possessing public health education and training certificate. Give full particulars as to experience, previous employment, age, etc. If application satisfactory, interview will be promptly granted. 8214 Survey.

CASEWORKER—Catholic family or child welfare caseworker, salary range $1920 to $2340. Must have graduate training. 8178 Survey.

SUPERVISOR, professionally trained and experienced, to have charge of a family service department in multiple service Jewish case work agency. Responsibilities include supervision of workers and students, administration of unit and community committee work. Salary range $2700 to $3800. 8215 Survey.

WANTED: Activities Director—Man, to live in residence and to be responsible for the supervision and group work program in settlement house. Please state experience, references and salary expected. 8219 Survey.

WANTED: Person to develop a program for aged people living in rooming house district. Salary and advancement commensurate with applicant's experience and proven abilities. 8220 Survey.

DIRECTOR for Recreation Center in city of 10,000. Ability to develop community program. Man preferably between 30-35. State qualifications. 8218

WANTED: Red Cross Home Service Secretary. Case Worker with Red Cross experience and executive experience or ability preferred. Small agency. Working conditions and salary good. Write Bristol Family Welfare Association, Bristol, Connecticut.

SETTLEMENT HOUSE, three group workers needed:—Assistant Director—Activities Director, man or woman. Playroom leader—woman. Girls' activities leader. Apply: Martin Dinga, Director, North Toledo Community House, 3439 N. Erie Street, Toledo 11, Ohio.

TWO TRAINED CASEWORKERS for good standard, small, private child placing agency. One position is new project of casework with small children's institution. Requirements: Graduate degree in social work; experience or training in children's agency preferred. Salary range $2,000.00-$2,400.00 Miss Ruth Butcher, Children's Service Bureau, 127 Northwest 2nd Street, Miami 36, Florida.

CASE WORKERS. Two professionally qualified, by Jewish Family and Children's Agency offering good supervision and special interest assignments. Classifications Case Worker I and Case Worker II provide excellent salary range. 8210 Survey.

WANTED: Supervisors and case workers with training and experience for work with the armed forces, ex-servicemen, and their dependents. Excellent salaries. Apply Home Service, American Red Cross, 161 Massachusetts Avenue, Boston 15, Mass.

BOYS' WORKER for new settlement house in middle west. Good salary and opportunity for advancement. 3205 Survey.

YOUNG SOCIAL WORKER, trained, interested in executive work in middle western family and children's agency. Good pay and interesting job. 8206 Survey.

CASE WORKERS: The Children's Village, Dobbs Ferry, New York. Graduate training required; Salary $1800 to $2500 depending upon living in situation that can be arranged, either group living or private apartments. Openings for Case Aides also available. State experience and education. 8213 Survey.

CASE WORKER, one year or more in a graduate School of Social Work. Excellent opportunity for intensive case work with veterans, marital problems, unmarried mothers, children's behavior problems. Salary $2100 to $2400 annually. Family Service, Miami, Fla.

EXECUTIVE DIRECTOR for national organization in New York City, coordinating work of well-known groups. Dynamic speaker and publicist. Thoroughly versed in the Washington scene. Salary $8,000 plus. Contact Gertrude R. Stein, Vocational Service Agency, 64 West 48th Street, New York 19, Wisconsin 7-4961.

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Directory of Social Organizations (cont.)

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NATIONAL JEWISH HOSPITAL AT DENVER, 3800 East Colfax Ave., Denver, Colorado. Samuel Schaefer, Executive Director, Chas. J. Kaufman, M.D., Medical Director. Free, nonsectarian for needy tuberculous adults and children. (Kosher dietary.) Maintains children's service. Medical, educational, vocational, occupational, psychological, psychiatric and social services. H. J. Corper, M.D., Research Director. Mrs. Ruth Axelrad, director of Social Service and Vocational Therapy. New York area: 19 West 44th St., Herman Sanders, director; applications to Mrs. Erna L. Lindenbaum, director of Social Service. Philadelphia area: 1831 Chestnut St., Harold Greenspun, director. Chicago area: 30 North La Salle St. Other applications through local Jewish Federation and Welfare Funds or direct to Hospital.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—1790 Broadway at 58th St., New York. Ruth Houlton, R.N., Gen. Dir. Advisory Service, statistics, monthly magazine, *PUBLIC HEALTH NURSING.*

NATIONAL TUBERCULOSIS ASSOCIATION—1790 Broadway, at 58th St., New York, Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. American Review of Tuberculosis, medical journal $8.00 a year; and Monthly Bulletin, house organ, free.

PLANNED PARENTHOOD FEDERATION OF AMERICA, INC. (formerly Birth Control Federation of America)—A clearing house cooperating with social workers in referring mothers to medically directed birth control clinics in 42 states, including 20 centers in Greater New York. In areas lacking centers, qualified physicians are available. Phone or write: 501 Madison Avenue New York City. WIckersham 2-8600. Honorary Chairman, Margaret Sanger. President, The Rev. Cornelius P. Trowbridge; Associate Medical Director, Eva F. Dodge, M.D.

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Social Work Personnel

SOCIAL WORK VOCATIONAL BUREAU, 12 East 22nd Street, New York City. National placement and counseling service in case work fields. Membership organization for social workers and agencies. No placement fee. Louise C. Odencrantz, Director.

Youth Organization

B'NAI B'RITH YOUTH ORGANIZATION—Social group work program under supervision of B'nai B'rith Youth Commission, Henry Monsky Chairman; Julius Bisno, Administrative Secretary and National Director of Boys' Work; Beatrice B. Chapman, National Director of Girls' Work. Operates four programs: Aleph Zadik Aleph and B'nai B'rith Girls for boys and girls in high school, B'nai B'rith Young Men and B'nai B'rith Young Women for young adults up to twenty-five; maintains 16 field offices throughout the U. S. and Canada. Publishes BBYO Program Guide, BBYO Leader, The Shofar and BB Newsletter. National headquarters: 1746 M Street N.W., Washington 6, D. C.

EMPLOYMENT AGENCY

GERTRUDE R. STEIN, INC AGENCY, 64 West 48th Street, New York. Wisc. 7-4961. A profession bureau specializing in fund-raising, group work, institutional, casework and medical social work positions.

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DIRECTORY OF SOCIAL ORGANIZATIONS

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AMERICAN FOUNDATION FOR THE BLIND, INC.—15 West 16th Street, New York. A national organization conducting research and field service. Library. Mechanical appliances for the blind. M. C. Migel, President; Robert B. Irwin, Executive Director.

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BERKSHIRE INDUSTRIAL FARM, Canaan, New York. A national, non-denominational farm school for problem boys. Boys between 12 and 14 received through private surrender or court commitment. Supported by agreed payments from parents or other responsible persons, in addition to voluntary contributions. For further information address Mr. Byron D. Paddon, Superintendent, or the New York Office at 101 Park Ave. Tel.: Lex. 2-3147.

BOYS' ATHLETIC LEAGUE, INC., 70 Fifth Avenue, New York 11, N. Y. Coordinates the athletic work of 100 Boys' Clubs, Settlement Houses and Community Centers in Greater New York. Gustavus T. Kirby, Honorary President; Judge Raphael P. Koenig, President; Robert E. McCormick, Treasurer; Willard L. Kauth, Director. Sponsors the Benjamin Harrison Recreation Center, 657 Tenth Avenue, the Theodore Roosevelt Recreation Center, 698 Tenth Avenue, The Lincoln Recreation Center, 235 West 113 Street, The Tot Lot, 422 West 49th Street, Camp Sebago, Camp Wakonda and Camp Orenda in the Interstate Park.

BOYS CLUBS OF AMERICA, INC., 381 Fourth Avenue, N.Y.C.—David W. Armstrong, Exec. Dir. A national organization. Serves member Clubs in programs, activities, methods, financing. Organizes new Clubs. BoysCluBs prepare boys for responsibilities of citizenship. Activities include recreation, physical and health training, vocational training and guidance, and character building under leadership. Work with boys from low income areas.

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CHILD WELFARE LEAGUE OF AMERICA—130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worthwhile results in phase of child welfare in which they are interested.

THE NATIONAL SOCIETY FOR CRIPPLED CHILDREN OF THE U. S. A., INC., Elyria, Ohio. E. W. Palmer, Kingsport, Tenn., President; E. Jay Howenstine, Executive Secretary. Promotes organization of national, state, provincial and local societies for crippled children. Aids in development of their programs. Assists in drafting and securing the passage of legislation in behalf of cripples. Maintains a Bureau of Information with loan library service. Conducts yearly an Easter Crippled Children Seal Campaign. Bulletins, "The Crippled Child" magazine, bimonthly, $1 a year.

Community Chests

COMMUNITY CHESTS AND COUNCILS, INC., 155 East 44th Street, New York. Information and consultation about cooperative planning and financing of social work through chests and councils of social agencies.

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NATIONAL WOMAN'S CHRISTIAN TEMPERANCE UNION, 1730 Chicago Avenue, Evanston, Ill., organized in every state, with 10,000 local auxiliaries, presents a program of alcohol education and Christian Citizenship, with which every interested person is invited to assist. Total abstinence from alcoholic beverages and dues of $1.00 per year are the basis of membership.

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ASSOCIATION FOR FAMILY LIVING, THE. Resource in child guidance, marriage and family relations. Speakers, counseling, library and materials in youth and parent education. 209 S. State St., Chicago.

THE AMERICAN INSTITUTE OF FAMILY RELATIONS (inc. 1930), directed by Paul Popenoe. Public education, personal service, research. Write for list of publications, 607 S. Hill St., Los Angeles, Calif.

Foundation

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—Shelby M. Harrison, General Director, 130 E. 22nd St., New York 10. Departments: Arts and Social Work, Charity Organization, Consumer Credit Studies, Industrial Studies, Library, Social Work Interpretation, Social Work Year Book, Statistics, Studies in the Professions. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

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National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—Dr. Ellen C. Potter, President, Trenton, New Jersey; Howard R. Knight, Secretary, 82 N. High St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting and issues a quarterly Bulletin. Proceedings are sent free of charge to all members upon payment of a membership fee of $5.

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NATIONAL RECREATION ASSOCIATION—315 Fourth Ave., New York City. To bring to everybody in America, young or old, an opportunity to find the best and most satisfying recreational use of leisure time through participation in music, drama, sports and games, arts and crafts, nature activities; and to help secure adequate playground, recreation centers, swimming pools, beaches, athletic field and other recreational facilities.

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HOME MISSIONS COUNCIL OF NORTH AMERICA—297 Fourth Ave., New York City. The inter-denominational home mission body of 23 denominations. Executive Secretaries, Edith E. Lowry, Mark A. Dawber; Migrant Supervisors: Western, Mrs. F. E. Shotwell, 3330 West Adams Blvd., Los Angeles, Calif.; Mid-Western, Miss Helen White, 203 North Wabash Ave., Chicago, Ill.

NATIONAL JEWISH WELFARE BOARD, 145 East 32 Street, New York 16, N. Y. Frank L. Weil, President; Max Wilner, Treasurer; Joseph Rosenzweig, Secretary; Louis Kraft, Executive Director. A national agency serving as National Association of Jewish Community Centers, YMHAs, etc., and providing welfare, religious and social activities for soldiers and sailors and other members of armed forces. A member of the United Service Organizations.

NATIONAL BOARD, YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS, 600 Lexington Ave., New York City. An international Christian woman movement devoted to service for women and girls and the attempt to help build a society in which the abundant life is possible for every individual.

NATIONAL COUNCIL OF JEWISH WOMEN, 1819 Broadway, New York 23, N. Y. **FIFTY YEARS' SERVICE TO FAITH AND HUMANITY. SERVICE TO FOREIGN BORN**—immigrant aid, port and dock work, naturalization aid, Americanization classes, location of relatives in war-separated families. **SOCIAL WELFARE AND WAR ACTIVITIES**—Council houses and clubs, nurseries, clinics; scholarships, camps, teen-age canteens; work with handicapped. Participation in national wartime programs through educational projects and community activities. **EDUCATION DIVISION**—Contemporary Jewish affairs, international relations and peace, social legislation. Study groups under national direction keep Jewish women throughout country alert to vital current issues. 215 Senior Sections in United States. 100 Junior and Councilette Sections. 65,000 members.

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84 Exeter St., Boston 16, Mass.

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School of Social Welfare

CARNEGIE INSTITUTE OF TECHNOLOGY
Department of Social Work, Pittsburgh 13, Pa.

CATHOLIC UNIVERSITY OF AMERICA
School of Social Work, Washington 17, D. C.

UNIVERSITY OF CHICAGO, Chicago 37, Ill.
School of Social Service Administration

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School of Social Work

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